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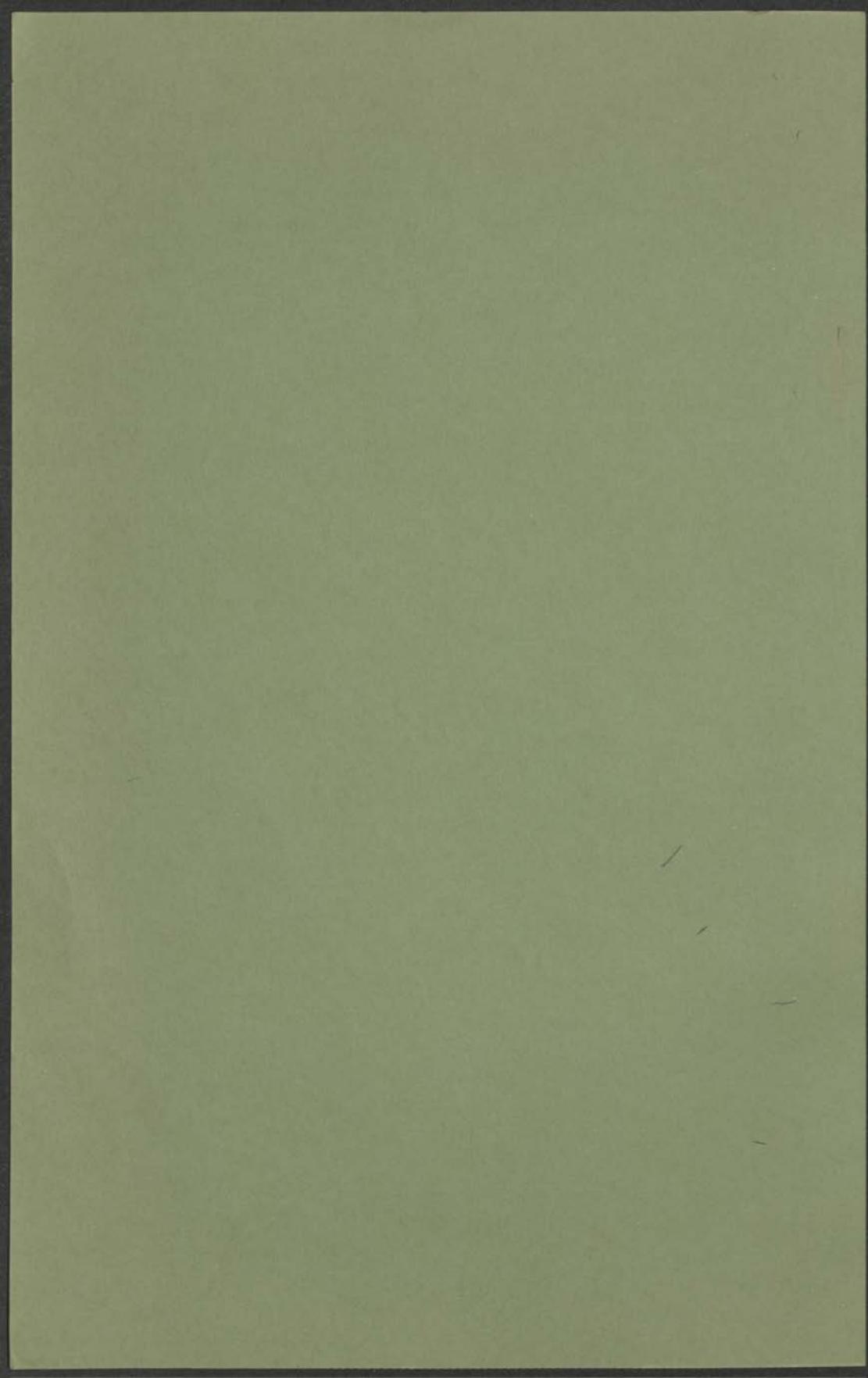
District of Columbia 1979 Summer Youth Employment Program

Fiscal Year 1980



96th CONGRESS, FIRST SESSION

SPECIAL HEARING
District of Columbia



**DISTRICT OF COLUMBIA 1979 SUMMER YOUTH
EMPLOYMENT PROGRAM**

HEARINGS
BEFORE A
SUBCOMMITTEE OF THE
COMMITTEE ON APPROPRIATIONS
UNITED STATES SENATE
NINETY-SIXTH CONGRESS

FIRST SESSION

SPECIAL HEARING
District of Columbia

Printed for the use of the Committee on Appropriations



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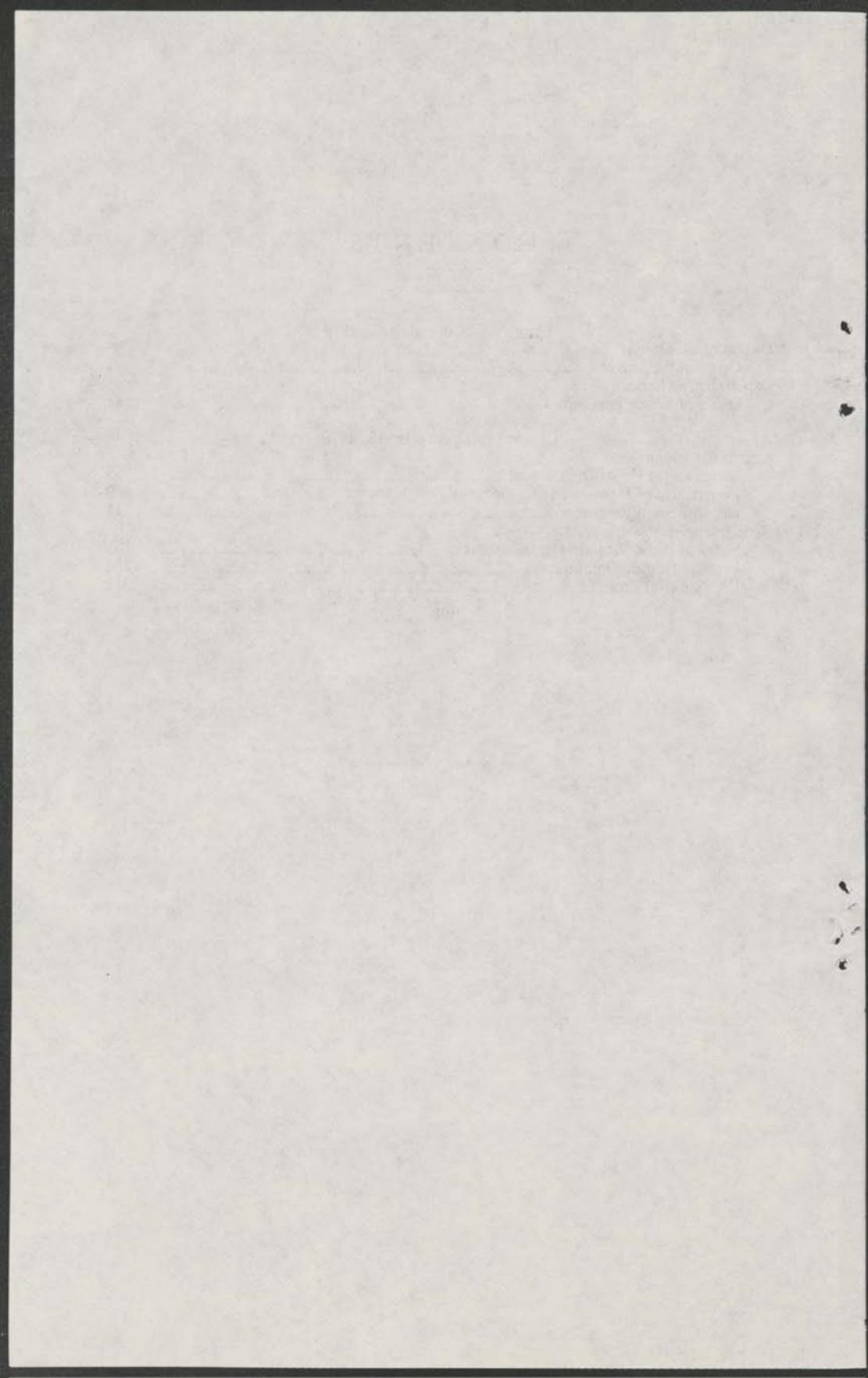
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DISTRICT OF COLUMBIA 1979 SUMMER YOUTH EMPLOYMENT PROGRAM

THURSDAY, DECEMBER 6, 1979

U.S. SENATE,
SUBCOMMITTEE OF THE COMMITTEE ON APPROPRIATIONS,
Washington, D.C.

The subcommittee met at 8 a.m., in room 1114, Everett McKinley Dirksen Office Building, Hon. Patrick J. Leahy (chairman) presiding.
Present: Senator Leahy.

DISTRICT OF COLUMBIA

OFFICE OF THE MAYOR

STATEMENT OF HON. MARION S. BARRY, JR., MAYOR

ACCOMPANIED BY:

GLADYS MACK, ASSISTANT CITY ADMINISTRATOR FOR BUDGET AND
RESOURCE DEVELOPMENT

WILLIAM A. FORD, DIRECTOR, D.C. DEPARTMENT OF LABOR

FLOYD GOFF, SUMMER YOUTH PROGRAM DIRECTOR

EDWARD GRAVELY, SUMMER YOUTH PROGRAM MONITORING

WILLIE FUDGE, SUMMER YOUTH PROGRAM REGISTRATION AND RE-
FERRAL

HELENY COOK, SUMMER YOUTH PROGRAM SPONSOR SELECTION

SAM MAY, SUMMER YOUTH PROGRAM PAYROLL

STATUS OF SUMMER YOUTH EMPLOYMENT PROGRAM

Senator LEAHY. The subcommittee will come to order. The purpose of this hearing, and the one to follow next week, is to discuss the operation and accomplishments of the 1979 Summer Youth Employment Program in the District of Columbia. This program was special in that it attempted to find jobs for 30,000 youth, twice the number from the previous year. Mayor Barry had made this one of his campaign issues, and was committed to reaching the new goal. The expectations of parents and youth throughout the city were high, and the goal was indeed a commendable one, and I fully supported the goal of providing jobs for them. But experience now tells us that although the goal was commendable, the efforts to achieve this goal were totally insufficient.

The public, the press and the program participants are united in their criticism of the benefits of the program and of the way in which it was administered. I would add to that list the investigations staff of the Senate Appropriations Committee.

REPORT OF COMMITTEE INVESTIGATIONS STAFF

By way of background, I would note that the committee was concerned from the outset that a doubling of the program might be overly ambitious in 1 year. So that we could be of assistance to the District in identifying problem areas, and so that we could insure that the taxpayers' money was being put to good use, Senator Mathias and I requested the committee investigations staff to review the program operations last August. Their report was released last month, and we will place a copy in the record at this point.

[The report follows:]

IMPROVEMENTS NEEDED IN ADMINISTRATION OF THE DISTRICT OF COLUMBIA'S
SUMMER YOUTH EMPLOYMENT PROGRAM

(Submitted by the Investigations Staff, Committee on Appropriations, U.S. Senate, to the Subcommittee on the District of Columbia)

MEMORANDUM

NOVEMBER 6, 1979.

To: Hon. WARREN G. MAGNUSON, Chairman, Committee on Appropriations
From: W. Donald Gray, Chief, Investigations Staff
Subject: Improvements Needed in Administration of the District of Columbia's Summer Youth Employment Program

On August 2, 1979, in response to a request from the Chairman and Ranking Minority Member of the Subcommittee on the District of Columbia you authorized and directed the Investigations Staff to conduct an inquiry concerning the above-named subject.

The inquiry has been completed and the results are set forth in the attached report.

INTRODUCTION

In a letter dated August 1, 1979, the Chairman and Ranking Minority Member of the Subcommittee on the District of Columbia, Committee on Appropriations, U.S. Senate, requested an in-depth survey of the District of Columbia's Summer Youth Employment Program. The survey was to cover both the administrative practices and the value of the work provided in the program. On August 2, 1979, the Chairman of the Committee on Appropriations directed the Investigations Staff to conduct such a survey.

SCOPE OF INQUIRY

Our survey was conducted at the various offices of the District of Columbia's Department of Labor and at summer youth worksites throughout Washington, D.C. We reviewed Federal and departmental instructions, correspondence files, summaries, reports, payroll records, and individual personnel files. We also reviewed congressional hearings, legislation, and reports dealing with the subject.

We interviewed program officials, participating youths, representatives of organizations participating in the program, and officials of the U.S. Department of Labor and the General Accounting Office.

The Investigations Staff's survey was hampered by delays in obtaining documentation and by incomplete, inaccurate, or nonexistent records. For example, it took the D.C. Department of Labor 5 weeks to locate most of the files on the 1978 summer program. In other cases, incomplete files precluded a complete understanding of what transpired at a particular program activity or worksite. For example, meetings were held every Tuesday and Thursday in the Office of the Director of the Summer Youth Employment Program (SYEP) to exchange information and solve problems, but no records were kept of the meetings. Finally, the summer program was operated almost entirely by temporary employees who were terminated in September 1979, and therefore were unavailable for interview.

SUMMARY

The 1979 summer youth employment program (SYEP) in Washington, D.C., was chaotic. Late planning, poor administration, and inadequate monitoring resulted in too many youth being assigned to worksites which did not provide a meaningful work experience or provided counterproductive work experience.

The 1979 SYEP was late in starting and program officials had to go out of their way to register eligible youth. Job slots were developed with a view toward the quantity of the slots rather than the quality. The summer program increased from about 14,800 participants in 1978 to about 22,000 in 1979. About 13,000, or approximately 58 percent of the youths, were assigned to D.C. agencies, and overall the District Government had 1 summer employee for every 3 regular employees. Over 50 percent of the youths were assigned to the D.C. Departments of Recreation, Housing and Community Development, Human Resources, and Environmental Services and the D.C. Public Schools. While the summer program provided a variety of job experiences, the Staff does not believe that some of the larger sites could have expected to properly supervise the number of youths assigned. For example, the Department of Housing and Community Development had 3 summer youths for each regular employee and the Department of Recreation had 1 supervisor for each 75 youths.

The Investigations Staff found that about 20 percent of the summer youths earned less than \$300 indicating they were paid for less than half the time available to a majority of the youths under the program. We also found that youths who were too young or too old were paid during the program; some youths were paid more than they should have earned; and 19 youth inmates at the Lorton Correctional Facility were paid more for their 8-week participation in the program than they could have earned the remainder of the year had they held one of the limited amount of regular jobs in the prison.

The 1979 SYEP was plagued with payroll problems and as of November 1979, some youths had still not been paid for their work during the summer. Pay problems normally associated with the operation of a SYEP were magnified in the 1979 program because of the large program expansion, a mass resignation of personnel assigned to process the payroll, and confusion regarding pay advances which were given to program participants. Forty-one percent of all organizations participating in the program experienced payroll problems which resulted in the issuance of over 4,000 supplemental checks during the period July through October 29, 1979, and about 700 checks were still awaiting processing at that time.

Moreover, insufficient personnel, poor and incomplete monitoring reports, and sporadic coverage of the worksites resulted in inadequate monitoring of the 1979 program. The D.C. Department of Labor hired 125 monitors to cover 22,200 youths located in over 1,100 worksites and much of the monitors' time was spent in transit. According to the head of the monitoring unit, the monitors just did not have enough time to do the job they were supposed to do properly. Most of the monitoring reports which were prepared were innocuous or inconsistent and, even in the few cases of negative monitoring reports, there was little if any evidence of any satisfactory resolution of serious problems. Almost all of the final monitoring reports indicated favorable evaluations of programs overall and recommended inclusion of the organization in next year's program. The Investigations Staff does not believe the monitoring reports provide an adequate factual basis for evaluating the 1979 program or determining whether a given organization should be included in next year's program.

Two groups within the U.S. Department of Labor also monitored the 1979 D.C. SYEP and found problems similar to those identified by the Investigations Staff. A Department of Labor official told the Investigations Staff that he has been in the business a long time and Washington, D.C.'s 1979 SYEP was the worst he's ever seen.

The Investigations Staff believes that the 1979 SYEP for Washington, D.C., was far too large to be properly managed and was expanded too quickly to permit the development of meaningful jobs for the participants. The Staff does not believe that the D.C. Department of Labor had demonstrated the ability to provide meaningful jobs under its CETA summer program and could not have realistically been expected to adequately handle 8,600 positions at such a late date.

We recognize that the supplemental appropriation provided the Department with the flexibility to hire noneconomically disadvantaged youth and to place youth in profit-making organizations where many meaningful work experiences undoubtedly exist.

However, we believe that if the Committee wishes to continue the appropriated summer program next year it should be a far more modest program—no more than half the current program size.

Moreover, the Investigations Staff believes that the D.C. Department of Labor should begin planning now for the 1980 summer program whether it be appropriated and CETA or CETA only. The Investigations Staff believes that if the program is truly intended to provide a meaningful work experience, each job slot in the existing program should be rigorously evaluated before it is approved for continuation in the program. The evaluation should not be limited to the monitoring reports, but should include consultations with enrollees, supervisors, sponsors, and the terminated monitors. It may well be that permanent, year-round positions should be dedicated to the summer program, particularly if its present size is continued.

The D.C. Department of Labor did a notable job in soliciting the participation of about 700 new private organizations in the 1979 SYEP and should continue its efforts in this area. On the other hand, the Investigations Staff believes that the Department should also take action to terminate organizations which received a poor rating as well as those where serious problems developed during the 1979 program, regardless of the rating. Finally, the Department of Labor should substantially cut back on the number of recreation sites included in the program and should seriously consider their total elimination. If the conditions at the recreation sites in Washington, D.C., are reflective of those in other cities, we believe the U.S. Department of Labor should prohibit the use of recreation centers as worksites in the CETA program because participants at such sites appear to receive extremely counterproductive work experience.

BACKGROUND

The Economic Opportunity Act of 1964, as amended (42 U.S.C. 2701), authorized a Neighborhood Youth Corps program which included a summer program intended primarily to help high school age, low-income youth remain in school by providing them with summer employment. In 1964, Federal program responsibility was transferred from the Office of Economic Opportunity to the U.S. Department of Labor.

The Comprehensive Employment and Training Act of 1973 (CETA), as amended (29 U.S.C. 801), created a new summer program for economically disadvantaged youth. The name, Neighborhood Youth Corps, was dropped and the program became known as the Summer Program for Economically Disadvantaged Youth (SPEDY). The primary purpose of SPEDY was to provide work experience to economically disadvantaged youth during the summer months to enhance their future employability. In the spring of 1979, the program was renamed the Summer Youth Employment Program (SYEP).

Economically disadvantaged youths are those between 14 and 21 who live in households on welfare or with incomes which, in relation to family size, are equal to or below the national poverty income standards set by the Office of Management and Budget. Funding for the SYEP is allocated by the U.S. Department of Labor to prime sponsors (State and local governments) based on an allocation formula contained in title I of CETA. To obtain funding, a prime sponsor is required to submit an annual plan for the U.S. Department of Labor's approval.

The D.C. Department of Labor is prime sponsor for the D.C.'s SYEP. Nonprofit organizations and District of Columbia and Federal agencies are eligible to participate in the CETA program. To participate in the program, agencies must demonstrate:

- the ability to provide meaningful job training experiences and work exposure for SYEP employees;
- sufficient organizational structure and staff to insure appropriate leadership, guidance, continuity of productivity, and fiscal accountability;
- a clean and healthy physical facility to accommodate all staff comfortably in inclement weather; and
- evidence of a meaningful work experience for youth workers and appropriate supervision for each youth worker should be provided and substantiated.

Selected participants enter a Memorandum of Understanding with the D.C. Department of Labor which serves as a contracting agreement and the document under which the program will be operated, monitored, and evaluated. The Memorandum of Understanding specifies the number of youths approved, the beginning of and termination dates for the program, and lists the responsibilities of both the D.C. Department of Labor and the host agency.

The Program Questionnaire (Allocation Request) form describes the types of work experiences to be provided, locations of work sites, numbers of supervisors, and other information.

The D.C. Department of Labor is responsible for the allocation of job slots to the various agencies, dissemination of information on the program and program changes, personnel and payroll services for the private and Federal agencies, and the monitoring and the evaluation of the program. District of Columbia agencies maintain their own personnel and payroll systems for the summer youth through their normal channels.

During the 1978 campaign for Mayor of the District of Columbia, the successful candidate maintained that 30,000 youth had registered for the 1978 program and that if elected he would double to 30,000 the number of summer jobs available for District youth. To meet the Mayor's goal for 1979, the D.C. Department of Labor planned to provide the 30,000 summer jobs for youths as follows:

- 15,000 CETA;
- 8,600 subsidized through a special appropriation;
- 3,000 hired by the Federal Government;
- 2,000 hired by the private sector; and
- 1,000 hired by D.C. agencies.

In mid-April 1979, the District of Columbia submitted to OMB a request for a supplemental appropriation. One component of the supplemental request was \$11 million for various job programs including funding for an additional 8,564 summer jobs for youth without regard to family income. The supplemental appropriation was forwarded to Congress on May 31 and hearings were held by the District of Columbia Subcommittee on June 5, 1979.

In a letter dated June 7, 1979, to the Chairman, Senate Subcommittee on Appropriations for the District of Columbia, the Mayor pointed out that the supplemental appropriation was a vital component of his plan to employ youths in meaningful jobs during the summer which would provide positive work experience for their future career enrichment. The Mayor said that this year, more than ever in the past, they had successfully identified job openings in endeavors which will provide meaningful work experience for future career reference.

Senate Report 96-257 on the District of Columbia Appropriation Bill for 1980 recommended an increase of six positions and \$5.1 million for operation of the summer youth program in 1980 and stated that:

The Committee is observing with interest the current summer youth jobs program, and plans to conduct hearings in the fall to assess the program with an eye toward making necessary improvements prior to the start of the 1980 effort. Bill language has been included limiting the availability of funding for the summer youth jobs program, pending approval of a plan by both the Senate and House Appropriations Committees. The District of Columbia submitted a request for a 1980 budget amendment providing \$13.7 million to continue the summer jobs program.

The District of Columbia also hired youths through other programs, funded by various titles of CETA. In 1979, the District of Columbia hired the following:

- 104 in the Vocational Exploration Program;
- 289 in the CETA Special Models Program;
- 417 in the Youth Employment Training Program;
- 26 in the Youth Conservation and Community Improvement Project; and
- 64 in the Young Adult Conservation Corps (Special Youth Initiative).

REGISTRATION OF YOUTH AND JOB DEVELOPMENT ACTIVITIES

Early in the school year, the D.C. Department of Labor began recruiting young people for the SYEP through assemblies held in junior and senior high schools. A slide/tape show was presented which gave detailed instructions for student registration in the Mini-Job Service Centers located in the 12 senior high schools. College, parochial school, and nonschool youths register at the Central Office, Young Adult Services. As part of the registration process, youths are required to complete a youth income certification form, which is used to determine whether an applicant is eligible for a CETA position. In March 1979, the D.C. Department of Labor began certifying youths and placing them in the CETA positions. Youths were referred to jobs based on their registration dates with the earliest registrants being referred first.

According to program officials, recruiters had to "go out of their way to find enough

registrants eligible for the CETA slots." Recruiters even leased two vans to drive around the city looking for groups of young people who had not registered for the program. On May 30, 1979, recruiters visited the Lorton Correctional Facility and registered and certified 35 youths for SYEP. According to a program official, the incarcerated youths were wards of the city and certainly met the criteria of being disadvantaged. The official also stated that youths who are eligible for the CETA positions know they can wait until the last minute and still pick and choose the jobs they want in the SYEP and this may have contributed to the poor sign-up. On June 5, the Acting Deputy Director of the D.C. Department of Labor approved using Federal agency job slots in Virginia and Maryland for the D.C. SYEP.

According to a progress report dated April 11, 1979, 15,883 youths had registered for the program, 11,202 had met the CETA criteria, 8,464 job openings had been received, and 4,726 youths had been referred to specific jobs. The current Director, SYEP, did not assume his duties until April 23, 1979. According to a program official, the Director's predecessor had a plan for operating the 1979 program, but it was not used.

Beginning in April 1979, the job development section began soliciting employers for the 24,000 job slots (15,000 CETA and 9,000 special appropriation). According to a program official, the Department of Labor collected mailing lists from everywhere and initially concentrated on the private, nonprofit organizations. The staff used mailings, telephone calls, and personal visits to develop job slots. According to the official, the section operated with a "slot mentality" and pushed quantity and not quality in jobs. The official stated that ultimately they did very well in the numbers game but did sacrifice quality in job experiences. In an April 17, 1979, memorandum to the job developers, the head of the job development section stated:

Although the funds in both areas are not yet in hand, it is essential that we move forward based on these projections. The Department of Labor cannot again be caught in the embarrassing situation of having to return \$2.5 million because we couldn't find enough subsidized placements or because we couldn't identify enough eligible youth in the city.

The head of the job development section told the Investigations Staff that, based on conversations with CETA summer program officials in other cities, if out of 24,000 positions, 7,000 to 10,000 kids were doing meaningful work or having good work experience, the program was successful as far as quality goes.

As slots were developed, the job development section forwarded job orders to the Director, SYEP, who would in turn refer them to the Young Adult Services Branch. In a number of cases, the Director, SYEP, returned job orders to the job development section because the job orders were defective in that they:

- specified a certain ethnic group;
- required specific skills, such as typing speed of 40 words per minute;
- were from an organization which did not qualify for CETA funding, such as a lobbying organization; or
- requested specific youth by name.

According to the head of the job development section, because of uncertainties regarding the legality of using the special appropriations money for private businesses, it was mid-July before the section began soliciting job slots from the business community.

The job development section continued to solicit jobs during the operation of the summer program and was still referring jobs to the Director, SYEP, in August 1979. Because of the continuing influx of job requests and the need to revise many of the memorandums of understanding (which are the contracting agreements and the documents upon which the program is monitored and evaluated) many memorandums of understanding were not executed by the D.C. Department of Labor until the summer program was almost over. In fact, the memorandums of understanding for at least 60 organizations were not completed until the summer program was over.

Officials of the Division of Youth and Outreach Services said they tried to match youths with jobs in which they had expressed an interest and tried to assign youths to jobs within their geographical district. In the case of organizations which had requested large numbers of youths, such as the Council of Churches, they divided the job slots evenly among the school districts where the youths had registered. They also stated that they tried to honor youths' requests to work for a particular organization but would not honor organizations' requests for youths by name. We noted some cases where the latter policy created problems and a loss of job slots. For example, the

Interdisciplinary Cooperative Education Program (ICEP) submitted a job order for 500 youths to serve as carpentry, auto mechanic, and clerical aides. The Director, ICEP, wanted to submit 300 names of ICEP participants to be assigned to the following areas:

- PEPCO Advanced Career Training Program
- C. & P. Non-Traditional Career for Women
- D.C. Department of Transportation Youth Skills and Training Program
- Penn Center Publishing and Journalism Curriculum
- Ironworkers Apprenticeship Program Welding Training
- Junior Apprenticeship Carpentry Association
- IBM Typewriter Repair Program
- Office of Personnel Management Clerical Training

The Director, ICEP, indicated that he would take the remaining 200 youths from random referrals. The Department refused to meet his request for the 300 designated youths and randomly assigned all youths to ICEP. As a result, the Director, ICEP, withdrew his request for the entire 500 slots and the youths were reassigned to other projects. Two hundred of the 500 positions were reassigned to an organization which already had 500 youths, thus increasing the burden on the recipient agency to find productive work for them.

In another case, a Chinese cultural center requested 20 youths to assist, among other things, in translating and filling out forms. The work order stated that Chinese speaking youths were preferred. According to a program official, when the organization was sent black Americans, they sent them back.

On the other hand, we noted instances where organizations' requests for certain youths were granted. For example, On May 4, 1979, a theatrical workshop requested 80 youths, mature 18 through 21 years of age. The job order stated that "all participants should be interested in performing arts or have artistic talents. It would be helpful if we could select students from a pool of eligible students with artistic talents and interest." On May 25, 1979, the Director, SYEP, returned the job order to the job development section with the notation that all job duties must be described. On June 6, a revised job order for the workshop which contained the following job slots was submitted to the Division of Youth and Outreach Services for placements:

- 5 carpenter trainees to work on set design;
- 5 seamstress trainees to help make costumes;
- 50 actor trainees to perform skits and be in actor training workshops;
- 10 musician trainees to sing and perform minimum background music; and
- 10 set and prop crew trainees to set up sets for scene changes.

Sixty-two youths were initially referred to the workshop; however, the project director held auditions and determined that only 16 of the referred youths qualified for the workshop. The remaining 52 youths were told to go home and wait for reassignment letters. The project director then replaced the dismissed youths with 52 of her regular handpicked performers. The project director told the supervisor that she had the permission of the Director, SYEP, to dismiss the originally assigned youths and replace them with her own youths. The supervisor also stated that although the hand-picked youths were not certified for their positions with the workshop until July 31, 1979, they were paid for work beginning July 16, 1979. The problem of the 52 dismissed youths was not resolved until July 27, 1979, and most of them sat at home for 2 or 3 weeks waiting for reassignment.

The workshop was one of the worksites visited by the Investigations Staff. When the Staff arrived, an air-conditioned, charter bus containing the theatrical crew was departing for a performance. The assigned supervisor for the workshop said that the performers were directed by two or three people and performed throughout the city. She said she had absolutely no control over the youth performers and had not seen the project director since the beginning of the program. The youth performers sent one youth each morning to sign in and out for all the performers and she only saw them on paydays when they caused chaos and confusion by demanding to be paid first. The supervisor said that the 18 or so other youths who were under her supervision had nothing to do, so she tried to keep them occupied with special projects such as photography, painting, and sewing. The supervisor said that these youths were bored, confused, and felt they had been cheated in the program and that many had also been experiencing pay problems. The Staff observed that many youths were just sitting around outside the supervisor's office talking, eating, or engaged in horseplay. The

supervisor said that she will definitely not participate in the summer program next year. The Staff noted that other summer employees (CETA) who were assigned to the location under a different supervisor were busily engaged in custodial duties, but were expressing dissatisfaction with the circumstances that resulted in their working hard while the youths assigned to the workshop sat around doing nothing.

TYPES OF ORGANIZATIONS AND WORK EXPERIENCES

The number of organizations participating in the SYEP increased from 173 in 1978 to about 900 in 1979. The greatest increase was in the private sector, primarily because the supplemental appropriation allowed placement of youths in profitmaking firms. During the 1978 SYEP, the District of Columbia had 14,858 CETA slots, of which 9,875 slots, or about 66 percent were in 29 D.C. agencies and 5,073 slots were in 144 private nonprofit organizations. For the 1979 SYEP, about 22,000 job slots were developed. The 13,595 CETA slots were distributed as follows:

	Number of organizations	Number of slots
D.C. agencies.....	25	10,482
Federal agencies.....	4	82
Private nonprofit agencies.....	92	3,031

The 8,553 supplemental appropriation slots in the 1979 program were distributed as follows:

	Number of organizations	Number of slots
D.C. agencies.....	7	2,318
Federal agencies.....	31	524
Private profit and nonprofit agencies.....	754	5,711

Some D.C. agencies and nonprofit organizations had both CETA and appropriated slots.

Over 50 percent of the youths in the 1979 SYEP were assigned to 5 D.C. agencies and overall about 13,000 youths or about 58 percent were assigned to D.C. agencies. In a memorandum to the heads of D.C. agencies dated May 1, 1979, the Mayor requested that each agency establish a goal of employing 1 eligible youth for each 40 employees during the summer. Since the District of Columbia has about 39,000 employees, the SYEP in fact resulted in the employment of 1 youth for every 3 employees.

The following table shows the District of Columbia and private agencies which employed at least 100 youths in the 1979 program.

	Positions allocated
District agency:	
Department of Recreation.....	3,700
Department of Housing and Community Development.....	3,600
Public Schools.....	2,151
Department of Human Resources.....	1,200
Department of Environmental Services.....	805
Department of Transportation.....	209
University of D.C.....	160
D.C. General Hospital.....	145
Department of General Services.....	129
Public Library.....	125
Private organizations:	
Council of Churches.....	1,600
Pride, Inc.....	500
D.C. Concerned Citizens Caucus.....	300
D.C. Youth Congress.....	241
Southeast Neighborhood House.....	224
Metropolitan Police Boys Club.....	206
D.C. Youth Orchestra Program.....	200
Neighborhood Development Center No. 3.....	150

Private organizations—continued	Positions allocated
Spanish Youth Employment Committee	110
Northwest Settlement House	105
D.C. Concerned Citizens Caucus—Marketing and Sales Project	100
Southwest Community House	100
Anacostia Economic Development Corporation	100

The Department of Energy with 121 youths was the only Federal agency with more than 100 employees. In total, the 24 organizations with more than 100 youths accounted for 74 percent of the total SYEP positions. An additional 23 organizations had between 50 and 100 youths; 597 organizations, or more than 50 percent of those participating, had 5 or less youths; and 259 organizations employed only 1 youth.

Many of the requests for youths were vague on the activities that would be performed. Notable in this regard were the D.C. Departments of Recreation and Housing and Community Development, which accounted for about 33 percent of the youths in the SYEP. For example, the Department of Housing and Community Development requested youths for the following assignments on a rotating basis.

Two hundred (200) youth will be involved in clerical tasks, fifty (50) housing inspectors, ten (10) working with architect and planners, ten (10) in our budget office, ten (10) in our housing relocation program.

Included in the request was a listing of 21 worksites for 2,000 youths but there was no evidence of the types of work the youths would do.

In any event, the jobs provided youths varied considerably from traditional clerical and custodial jobs, to neighborhood surveys and participation in street theaters or orchestras. The Investigations Staff visited a number of worksites throughout the District of Columbia and found, among other things, that:

—the type of work varied from site to site but most of the youths did not work a full 4- or 5-hour day;

—every site experienced pay problems;

—many youths complained that while they were working hard, others in the program were doing nothing; and

—most youths said they would not participate in the program next summer.

At one worksite with over 100 youths, most participants were paid to learn to play musical instruments. One youth told us "there is hardly anyone here during the week but when payday came, the place was packed." Another youth told us that the supervisor used the honor system, letting youths keep track of their time. Most of the youths said they often had no work to do and two youths told us that one day they were told to stand out in the hall to make sure that no one pulled the fire alarm. One young man told the Staff that "this was the easiest money I've ever had." Another young woman said she "slept most of the time away." She said she had been in the program for 4 years and would not be eligible next year and had not learned any skills while in the program except for one summer when she worked as an elevator operator. She said that she was not going to college and had hoped to get some type of experience from the summer program.

The Investigations Staff does not believe that some of the larger organizations could have been expected to properly supervise the large number of youths that were assigned. The head of the monitoring unit said he could not tell us how many supervisors were involved in the 1979 SYEP but said that the rule is 1 supervisor for each 10 youths. However, the Investigations Staff noted that the Department of Housing and Community Development had 3 summer youths for each regular employee and the Department of Recreation planned to have 1 supervisor for each 75 employees. The Investigations Staff does not believe it is realistic to expect proper supervision with 1 supervisor for 75 youths between the ages of 14 and 21, and we were not surprised to find many monitoring reports of recreation sites where the youths were described as "running wild."

The Investigations Staff believes that situations such as those described above not only fail to provide meaningful work experience, but also are counterproductive in preparing youths for the real world of work.

QUESTIONABLE PAYMENTS TO PROGRAM ENROLLEES

Payroll records for the SYEP show that of the 22,200 people on the rolls sometime during the summer of 1979, 534 youths either did not work or did not receive a check. About 4,400 participants, or 20 percent, earned less than \$300 for the summer indicating they were paid for less than half the time available to a majority of the youths under the program. The Staff believes that individuals who worked less than half the time available did not have a meaningful work experience during the summer.

The Investigations Staff found that 19 youth inmates at the Lorton Correctional Facility were enrolled in the SYEP and earned between \$182 and \$698 for their participation in the program. Moreover, this would not appear to be in keeping with the basic purpose, which was supposedly intended to prevent youths from getting into trouble by keeping them employed and off the streets, and not to provide income for those already in trouble. The SYEP youth inmates were paid at the rate of \$2.90 an hour even though the maximum permissible pay rate for the few regular jobs available for youth inmates at the facility is 30 cents per hour. Although the Investigations Staff does not advocate a 30-cent-per-hour pay rate, it does not seem reasonable that a youth inmate should be permitted to earn more in an 8-week summer program than he would be able to earn otherwise for a full year's work at a regular prison job.

We also found that 51 youths who were less than 14 years of age on June 28, 1979, and therefore ineligible for participation in the program were on the rolls and in 45 cases were paid during the 1979 SYEP. In addition, 17 youths who were 22 years of age or older and therefore also ineligible were on the rolls and paid during the program.

On August 15, 1979, the Director, SYEP, notified all site supervisors that the SYEP had been extended 1 week until August 31, 1979, and that for the last 2 weeks of the program participants funded under the supplemental appropriation would be permitted to work 40 hours a week instead of 20 or 25 hours. With the increased workweek and extended program, the maximum a youth should have earned for the 8-week program was \$667. We found, however, that 274 participants earned over \$700 and one case where a participant earned \$2,595. The Staff realizes that some youths were authorized to work more than 8 weeks and some individuals may have been erroneously carried on the rolls, but we did not have sufficient time to explore the cause of the apparent overpayments. In view of the program extension and lengthening of the workday, and the widespread payroll problems discussed below, the Staff believes there was considerable opportunity for erroneous payments. The D.C. Department of Labor should determine the extent and causes of overpayments and take action to assure that similar problems do not occur in future summer programs.

PAYROLL PROBLEMS

Payroll problems plagued the 1979 District of Columbia's SYEP and, as of November, some youths had not been paid for their work during the summer. Although pay problems are a chronic occurrence in the operation of SYEP, the 1979 problem was magnified because of the program expansion, a mass resignation of the personnel assigned to manually process the payroll, and confusion regarding advance pay extended to participants early in the program.

District agencies performed the time and attendance function for the 13,000 youths assigned to them and the D.C. Department of Labor performed the function for the remaining 9,000 youths. Each pay period, monitors collected time and attendance logs from the worksites. Payroll clerks then manually checked the individual's time and attendance records to see that organizational codes were correct, that entered on-duty dates were correct, hours reported worked were authorized, etc. The clerks then manually prepared coding sheets for each individual and the records were forwarded to the Division of Financial Management where checks were issued. Issued checks were given to the senior monitors who in turn gave them to junior monitors for distribution to the youths. Monitors verified the accuracy of the checks and were responsible for resolving payroll problems. A program as large and as short term as the SYEP is bound to generate some payroll problems. Someone is usually designated as pay problems supervisor, and the time and attendance log has a section to highlight pay problems. If a youth is not paid or underpaid, a supplemental check may be issued upon completion of the appropriate paperwork. Supplemental checks are usually batched and may be prepared on any workday. A separate supplemental is required for

each pay period and a youth who erroneously received no checks for three pay periods would receive three supplemental checks.

As of October 29, 1979, over 4,000 supplemental checks had been issued for the 1979 SYEP and approximately 700 additional checks were still in process. The supplemental checks were issued in 54 batches between July 13 and October 29.

Forty-one percent of all organizations participating in the 1979 program experienced payroll problems which resulted in the issuance of a supplemental check. One hundred and ninety-eight or 29 percent of those employing 5 or less youths experienced pay problems including 57, or 19 percent of the organizations that employed only 1 youth. Program officials said that many of the problems were the result of traditional errors such as wrong organizational codes, erroneous social security numbers, improper time and attendance logs, late attendance logs, etc. However, other problems were caused by transferring youths from one organization to another. In such cases, a new personnel action had to be processed and this required action from the gaining and losing organizations and monitors as well as the personnel/payroll sections which often caused lengthy delays and introduced multiple sources of potential errors.

For example, on September 11, 1979, the Investigations Staff reviewed the paperwork on one youth who was assigned to both the Council of Churches and the D.C. Public Schools. The files contained a notification to payroll/personnel dated June 28, 1979, which said that the youth was assigned to two codes and therefore would not be paid. On September 4, 1979, the youth executed a certification that he had been working at the Council of Churches all summer and indicated that he had not yet been paid. A program official stated that no check had been issued or would be issued until the Council of Churches verified that he had in fact worked there and the D.C. Public Schools canceled him from their rolls. The official said that the program monitors were responsible for resolving the youth's problem.

According to a program official, the pay problems in 1979 were far worse than those in 1978 because of the huge increase in program participants. However, the Investigations Staff noted that the acting supervisor for payroll, personnel, and payroll problems was not appointed until May 3, 1979, and on May 8, 1979, the Director, SYEP, told the Acting Director, D.C. Department of Labor, that he was still without a definitive answer regarding the payroll system to be utilized to process the checks for SYEP. The Director, SYEP, said that normally advance planning and implementation for such a system would have begun months earlier. Also, on July 26, 1979, the supervisor for payroll, personnel, and payroll problems and members of her staff resigned because of the long hours and overtime they were required to work for the SYEP. As a result, new personnel had to be assigned to the section and also had to work long hours. For example, the payroll problems supervisor said that one Friday, he reported to work at 8:30 a.m. and did not leave until 5:15 a.m. Saturday. The insertion of new personnel in the middle of the program was bound to create additional problems.

Finally, the payroll situation was further muddled because in June 1979, program officials determined that summer youth should be given advance pay. Summer youth employees on the rolls on June 28, 1979, were advanced 12 hours pay and those who came on the rolls after July 9 were advanced 45 hours pay. The youth employees were told that the advance was to assist them with the necessary costs of transportation, clothing, and other costs related to beginning a job. A program official told us that because of the payroll cycle, without the advances summer youth would have to have waited 3 weeks before receiving their first check, and program officials did not want them to wait that long. According to the pay problems supervisor, most of the "pay problems" were in fact misunderstandings on the part of the youth regarding application of their advances against subsequent pay checks. Youth simply could not understand why they were receiving partial checks or in some cases no checks at all as a result of withholding from their checks to recoup the advances. The pay problems supervisor said that the advances and other pay problems made it seem like the 9,000 youth under his jurisdiction was more like a million.

The Investigations Staff does not believe that the advance pay was a good idea, if the summer program is to reflect the real world of work. Moreover, based on the historical problems with summer payroll, program officials should have known they were asking for trouble in making such advances.

INADEQUATE MONITORING

Insufficient personnel, poor and incomplete monitoring reports, and sporadic coverage of the 1979 SYEP worksites resulted in questionable monitoring efforts and does not provide an adequate historical basis for evaluating or understanding the operation of the 1979 SYEP.

The monitor is the pivotal point in the operation of the SYEP. The monitor is the eyes and ears of the D.C. Department of Labor and serves as liaison between the Department and the participating organizations. Monitors were responsible for visiting each worksite twice weekly, regardless of the number of youth assigned to the site to:

- make certain youth were receiving proper job experiences;
- check whether there were enough supervisors to supervise the number of youth at the worksites;
- keep program directors informed of any changes which occurred during the summer; and
- submit weekly report summaries for each site visited.

The weekly report summaries were to evaluate accomplishments, strong points, and weaknesses of the program. Attachment I is the form used to monitor the SYEP. For the non-District agency youth, monitors were also responsible for collecting time and attendance logs, distributing checks, picking up unclaimed checks, and assisting in resolving pay problems.

For 1979, the D.C. Department of Labor hired 125 temporary employees to monitor the SYEP, or 1 monitor for each 178 summer employees. Over 1,100 worksites were involved in the program.

To illustrate the magnitude of the monitoring effort, almost all of the monitors used public transportation, and on June 1, 1979, the D.C. Department of Labor requested 25,000 bus tokens for the monitoring effort. For all but the last 2 weeks of the program, youth were only working 4 or 5 hours a day and according to a program official, monitors spent more time in transit than they did monitoring. According to the head of the monitoring unit, with all the administrative duties, payroll problems, and counseling, the monitors just did not have enough time to do their job properly.

The Investigations Staff reviewed all of the monitoring reports filed for District of Columbia agencies and numerous, selected files of private organizations and found a wide disparity in the monitoring effort and/or reports. In a few cases reports were filed for each week of the program's operation and narratives gave a vivid description of the activities at the worksite. However, in most cases, there was sporadic reporting of monitoring visits and the reports were innocuous or inconsistent. For example, for one organization which had 500 youth assigned to about 50 sites, the file contained only 13 reports covering 12 different sites for the entire summer. Except for descriptions of the types of duties being performed, there was little narrative to describe conditions at the worksite. In another case, the monitoring report for an organization contained all derogatory check marks including numerous pay problems, yet the program was rated good.

There was a paucity of negative monitoring reports and even in those cases, there was little if any evidence of satisfactory resolution of serious problems. For example, the only monitoring report in the file for one organization, which was assigned 100 youths, covered the week of July 2-6, 1979, and contained the following description of types of experiences:

Exposure to profane language

Lectures stimulating racist beliefs and separatist ideas (in discussions)

Training for registering D.C. voters.

The program was rated poor and on July 13, 1979, the organization's representative was notified that effective July 9, 1979, the organization was terminated from the 1979 SYEP. The termination letter included the following:

The worksites at which enrollees are to be stationed have not been identified. We have been unable to contact site supervisors nor yourself to obtain necessary assurances that youth are being properly supervised, or to obtain time and attendance logs on program participants working on the project. We have received many telephone calls from youth who have been assigned to your project as well as their parents who have concern regarding assignments at the worksites. Finally, there is concern for the safety of youth in the type of work to which enrollees would be assigned which requires their making personal visits to single-family dwellings.

According to program officials, the D.C. Department of Labor started reassigning youth from the organization but the Office of the Mayor intervened and reopened the worksite.

In another case, the monitoring report for a worksite at the D.C. Dog Pound dated July 16 described it as being unsafe and unsanitary, threatening youth welfare and health. Specifically, the report stated that the youth were required to toss dead dogs on trucks, put them in freezers, hold dogs while being put to sleep, pluck off fleas, clean trash cans in which dead dogs had been killed, and to catch animals without the use of proper uniform or shoes. The report stated:

- no meaningful work experience is being provided for the SYE's;
- unsafe and unsanitary working conditions; and
- program was "poor" overall.

However, the site remained open and the next monitoring report, dated June 30-August 3 also rated the program as "poor," and explained that the environment was unsafe and unsanitary and the youth were endangered by diseases from animals and bites.

The Investigations Staff found many instances where there was no correlation between the facts recorded on the monitoring reports and recommendations for any future operation of the program. For example, in one final monitoring report, the monitor documented each one of the visits to the site as follows:

July 16—the SYE's were "running wild";

July 17—the youths were taken on a picnic and assured they would be paid for the day;

July 26—one supervisor was playing bridge, the SYE's were playing cards and checkers, the atmosphere was pure pandemonium;

August 2—the monitor met with the supervisors and explained that youths must refrain from continuing recreational activities, many of the youths were loitering in the lobby, hanging out of windows, playing cards and checkers—the supervisor agreed to follow the rules;

August 13—for the fourth consecutive visit, have observed the youths playing checkers, loitering, hanging out windows, and watching television, five youths had signed in and out before their tour of duty was complete, but according to the supervisor, they had permission to do so because they were going shopping.

However, after documenting all the above violations observed at the site, the monitor recommended on the final report that the site participate in the program next year.

Almost all of the final monitoring reports indicated favorable evaluations of programs overall. Very few of the final evaluations recommended not allowing the program to participate next year. In some cases, the final reports were completed by monitors who were not familiar with the program and who were assigned to the worksite because the regular monitor had quit before the summer was over. The Staff also found cases where the monitor never found the worksite and could not reach the site supervisor, but there was no indication that the site was closed. There was also no evidence in the file to indicate that the worksite had ever been monitored.

In summary, the Investigations Staff does not believe the monitoring reports provide an adequate factual basis for evaluating the operation of the 1979 SYEP or, for the most part, contain sufficient information for recommending continuation or termination of an organization for the 1980 program.

U.S. DEPARTMENT OF LABOR'S MONITORING OF 1979 SYEP

D.C.'s 1979 SYEP was also monitored by two groups within the U.S. Department of Labor—the Office of Inspector General and a Special Monitoring Group. According to a U.S. Department of Labor official, the monitoring studies were done in response to a February 20, 1979, General Accounting Office report entitled "More Effective Management Is Needed To Improve the Quality of the Summer Youth Employment Program."

The Office of Inspector General hired contractors to monitor the SYEP in 90 cities, including Washington, D.C. The contractors were especially critical of time and attendance controls at Washington, D.C. worksites. The prime contractor's final report to the Office of Inspector General is due in November 1979.

The U.S. Department of Labor's Special Monitoring Group also monitored the SYEP in 11 cities, including Washington, D.C.

The monitors were very critical of the conditions at recreation sites and in two cases, the U.S. Department of Labor directed that all youths be removed from the site. Questionable activities at the two sites included:

- too many youth assigned;
- lack of adequate supervision;
- no assigned work activities;
- time and attendance procedures not implemented;
- lack of adequate supplies;
- preposting of hours worked and participants being paid for lunch hour;
- grossly inadequate facilities; and
- youth engaged in recreational activities.

None of the recreational sites visited by the monitors received a favorable review and in one case the monitors recommended that the recreation program citywide be terminated from the summer program.

A U.S. Department of Labor official said that Washington, D.C. was the worst of the 11 cities monitored during the 1979 SYEP. He said he had been in the business a long time and Washington, D.C. was the worst he has ever seen. He said he could not believe that the Congress gave the District of Columbia appropriated money to do with as they pleased with no restrictions on the kids, or worksites, or anything.

CONCLUSIONS AND RECOMMENDATIONS

The Investigations Staff believes that the 1979 SYEP for Washington, D.C. was far too large to be properly managed and was expanded too quickly to permit the development of meaningful jobs for the participants. The Staff does not believe that the D.C. Department of Labor had demonstrated the ability to provide meaningful jobs under its CETA summer program and could not have realistically been expected to adequately handle 8,600 positions at such a late date.

We recognize that the supplemental appropriation provided the Department with the flexibility to hire noneconomically disadvantaged youth and to place youths in profit-making organizations where many meaningful work experiences undoubtedly exist. However, we believe that if the appropriated summer program is to be continued next year it should be far more modest in size, perhaps no more than half the current program size—and must be better planned, managed, and monitored.

Moreover, the Investigations Staff believes that the D.C. Department of Labor should begin planning now for the 1980 summer program whether it be appropriated and CETA or CETA only. If the program is intended to provide a truly meaningful work experience, each job slot in the existing program should be rigorously evaluated before it is approved for continuation. Such evaluation should not be limited to the monitoring reports but should include consultations with enrollees, supervisors, sponsors, and the terminated monitors. It may well be that permanent, year-round positions should be dedicated to planning and managing the summer program, particularly if it is continued at its present size.

The D.C. Department of Labor did a notable job in soliciting the participation of about 700 new private organizations in the 1979 SYEP and should continue its efforts in this area. On the other hand, the Investigations Staff believes that the Department should also take action to terminate organizations which receive a poor rating as well as those where serious problems developed during the 1979 program, regardless of the rating. Finally, the Department of Labor should substantially cut back on the number of recreation sites included in the program and should seriously consider their total elimination from the program. If the conditions at the recreation sites in Washington, D.C., are reflective of those in other cities, we believe the U.S. Department of Labor should prohibit the use of recreation centers as worksites in the CETA program because participants at such sites appear to receive extremely counterproductive work experience, if any.

WEEKLY REPORT

SUMMARY

Program _____ Week of _____
 Director _____
 Monitor _____

1. SYEP Information:
 - No. of slots authorized _____
 - No. of slots filled _____
 - Average number working per inspection _____
2. Does the agency's program provide a meaningful work experience for the SYE's?
 - Yes _____ No _____
 - What types of experiences:
 - 1. _____ 4. _____
 - 2. _____ 5. _____
 - 3. _____ 6. _____
3. Is/Are the site locations safe and sanitary?
 - Yes _____ No _____
 - If no, why not? _____
4. Is the program administration sound?
 - a. Personal papers good _____ fair _____ poor _____
 - b. T/A's good _____ fair _____ poor _____
 - c. Resolution of pay problems good _____ fair _____ poor _____
5. Are the employees experiencing payroll problems?
 - How many _____ Pay periods _____
6. Have you talked to the director about needed improvements?
 - Yes _____ No _____
7. Rate the program:
 - Excellent _____ Good _____ Fair _____ Poor _____

JOB WELL DONE BY INVESTIGATIONS STAFF

Senator LEAHY. Before going any further, I would like to take this opportunity to compliment the investigators on their work. I think they have done a thorough job, and have indeed pinpointed the major problem areas. Their report will serve as the basis for most of the questions we have this morning.

Our intentions today are not simply to criticize the way the program was run, or to assess blame. Rather, through exploring what went wrong we hope to assist the city in instituting necessary changes. I can assure you that this committee wants to be certain that everything possible is done to insure success in future programs. To that end, we stand ready to approve the appropriation of funds. But only if substantial improvements are in place will that funding be forthcoming.

It was an extremely difficult job getting the funding through the committee last time. It would be absolutely impossible, absolutely impossible to get 1 cent of funding for this program through the committee next year unless we can be assured of substantial improvement. That is notwithstanding my own support of the concept of the youth program.

Mayor Barry, we're delighted you could be here with us today, sir,

and we would be pleased to hear any opening remarks you may wish to make at this point.

If there are any other written statements, of course, they will be placed in the record. So, Mayor Barry, I wonder if you would be pleased just to introduce—I know some of the members at the table with you, but if you could introduce the others, I would appreciate it.

[The statement follows:]

STATEMENT OF MAYOR MARION S. BARRY, JR.

I am pleased to be here today to discuss with you the findings of your investigative team about our summer youth jobs program. Let me assure you at the outset that we are anxious to respond fully to each point made in the subcommittee investigative report and that Mr. Ford and his staff will provide a fully detailed response to your findings. I would ask, therefore, that the record on this matter be kept open.

Although many of the comments made in the report point to areas in which we clearly need to make improvements, we feel also that some of the concerns are a result of the use of early, rather than final, data and do not represent real problems. A few of the concerns may address themselves to differences in philosophy, and I hope we can resolve these through discussion with you. We already have taken steps to strengthen many areas of this program, and I am confident that we will be able to do this with the 1979 summer experience to use as a starting point and with a full year of planning time for 1980.

Let me say at the outset, though, that, despite its admitted deficiencies, this program was and continues to be one of the highest priorities and one of the most critical areas of my mayoral administration. I have ranked youth unemployment right up there with housing problems and with the need for government competence and compassion throughout my campaign and throughout the first year of my administration. I said in my inaugural address: "As partners, we will take a stand for youth employment. The neglected young people of today will become tomorrow's alienated adults. We can provide jobs for those who want to work—and we will."

I continue to feel strongly that this is a critical need, and a top priority. The rate of youth unemployment is high nationwide, and the unemployment rate for minority youth is so high that almost half of these young people are shut out of the mainstream of our society. A young person who cannot find a job does not have the wherewithal to become a contributing citizen. A young person who cannot find a job is likely to become bitter and alienated and to become a drain on society through the public assistance and criminal justice systems.

It is of critical importance for our young people to have a chance—a chance to experience the satisfaction of earning one's living, a chance to learn generally about the world of work and to learn job skills, a hope that they can make it under our employment system. I said at the outset of this summer job effort that this program would provide the opportunities for young people to get this kind of experience. I said that it would require the joint efforts and cooperation of both government and the private sector. I said that it would require a massive recruitment and gearing-up effort, even though time was short and funds could not be committed until the last minute. All of this was done. We provided employment experience for even more than the 30,000 youth I had set as a goal, and we have a number of positive indications that the quality of work experience was better than in the past.

Before I get into some of the issues and questions your investigators have raised, let me say first that the District government and our young people were most appreciative of your prompt action in approving the additional \$7.2 million appropriated funding I requested for the summer employment program. Without this responsiveness and concern on your part and that of Congressman Wilson, we would not have been able to accomplish what we did and we would not have been able to conduct a program which was long enough to provide meaningful job experiences.

As was pointed out in the report of your staff investigators, Mr. Chairman, we spent \$5.2 million of the \$7.2 million appropriated for the program. There were several contributing factors, the most significant of which was that we were not able to immediately place a large number of youngsters in jobs. In addition, more youngsters than we anticipated elected not to work the extra option week at the end of the program.

Finally, we placed more 14- and 15-year-olds than 16-year-olds and over in jobs. The younger age group earned a lower hourly wage.

Had it not been for these factors, we not only would have exceeded my goal of putting 30,000 youth to work last summer, we would also have spent the full amount of the additional appropriated funding.

Let me now discuss the investigators' concerns about numbers of youngsters actually employed in our program. The investigators' findings conclude that only 22,000 youth were served. Our totals show that 32,335 young people were placed in jobs and worked this summer.

We provided 13,672 jobs under the CETA summer program for disadvantaged youth; 8,475 jobs were made available with District of Columbia government appropriated funds; there were 289 jobs provided under the CETA special models program;

1,472 jobs were the result of regular Federal summer hires referred to the District;

The Young Adult Conservation Corps added 64 jobs;

822 jobs were the result of regular District government summer hires made through referrals from this program;

820 jobs came from the private sector through our referrals with an additional 4,593 jobs from the private sector through the Greater Washington Board of Trade program. This factor alone is important in that many businesses which had never before come into close contact with District of Columbia youth made a commitment to provide these young people with jobs. The reports the Department of Labor and I have had indicate that, in many cases, it was a positive experience on both sides. This is likely to lead to a greater willingness on the part of employers to hire these youths for permanent jobs, which we hope will have a positive impact on the total unemployment rate. We also believe that many of the young people have been given positive reinforcement for seeking the further education and training they will need to fill permanent jobs in the private sector;

The youth employment and training program provided 417 jobs; and

26 jobs came from the youth community conservation improvement program.

The committee's report points to a number of problems—some of them inherent in the funding and gearing-up process we had to follow and some of them management problems which are being eliminated through my overall actions to improve management in District government.

While I do not feel we should be fully satisfied with the results of last summer's effort, I must point out that the District of Columbia was the only city in the Nation which took this positive action to provide youth jobs with such a substantial special local appropriation. A comparison of the District of Columbia and cities that had much smaller programs proportionately and that only used CETA funds which were committed early in the spring is not reasonable or fair. Instead, the focus must be on the fact that what we achieved was substantial.

Let me say that, although we made every effort to cooperate with the investigators, there is some information they sought which is not available by the very nature of the program. They sought to obtain information from persons who were hired on a temporary basis. These persons are no longer on our payroll. They sought records of informal meetings. Such records were not kept. Records of all formal actions and decisions were kept and were made available. In addition, a total of 38 of our permanent employees worked on this program. All of these employees were available for interviews.

The investigators pointed to a number of problems with paying young people on time for the work they performed. 96.2 percent of the 100,000 payroll transactions made during the program were carried out in an accurate and timely manner. At the end of the program, some 1,800 transaction problems remained unresolved. Within a 2-week period, that number had been reduced to 800. As of today, all identified transaction problems have been addressed. 332 outstanding paychecks are waiting to be picked up, and all youngsters who are owed paychecks have been notified both by mail and telephone that their checks are ready. Your investigators also raised questions about the 20 percent of youth who earned less than \$300. We do not see this as a deficiency. A total of 3,925 youngsters earned less than this amount because they dropped out of the program; joined the program to replace a dropout; or did not work every day and were paid only for the hours worked. 14- and 15-year-olds, who were paid at a lower rate, \$2.65 per hour could also earn less than this amount. A total of 18 percent earned less than \$300 for these and a combination of these reasons.

You also point to 51 youths who were less than age 14 when the program began

and 17 who were over 22, who should not have been paid under this program. Let me point out that some youngsters were 13 when they signed up, but 14 when they went to work, and that those who were under 22 when they started may have had a birthday while still working. We would appreciate your staff providing the names of those 51 persons to our Labor Department staff so that we can review their individual records and provide you with a detailed response for the record.

Another area of mutual concern was the quality of jobs provided under this program. Despite the increased size of the program, the general quality of work experience showed improvement over prior years. Furthermore, this year's program, more than ever before, had specialized programs designed to provide a badly needed service as well as to provide specific employment skills. I am talking about programs in which young people surveyed our buildings for access to the handicapped, helped to improve literacy skills for low-verbal deaf persons, had career exploration experiences in social service fields, construction and community health services, and worked on community improvement programs.

As I said earlier, our planning for next year already has begun, and it is our intention to prevent a repetition of the types of problems we experienced this year through careful planning and controls. We intend for this to be a meaningful program for 30,000 young people. A director already has been named for the youth employment for the summer program (YES)—John M. Anderson, and he is currently appointing staff and has prepared a preliminary plan for the 1980 summer program. A total of 13 staff members were on board for this program by October 8 to do the in-depth planning. Additional staff will be hired to help carry out the program.

The summer jobs program will have seven staff units. A payroll division will establish an efficient system for time and attendance record, payments, and paycheck distribution. A registration and recruitment division will design the recruitment process and forms and certify youth for the program after verifying their eligibility. All of this will be completed in time to inform each young person where he will work and when he will begin. A job development division will work with District agencies, private non-profit agencies, and the private sector prior to recruitment to develop 30,000 meaningful jobs. A training division will train all staff members and monitors for the summer program. The first training session already is underway.

A monitoring division is designing a site evaluation system, which will include evaluation of supervision and work experience as well as compliance with program regulations. A community liaison division will establish a year-round citizen advisory body representing all areas of the city to help assess youth needs, identify problem areas, foster public support and involvement for the program, and review program plans and policies. Finally, an evaluation division will implement an overall evaluation system for the summer program to determine whether changes and adjustments are needed in our procedures and approaches. The Department of Labor will commit all necessary resources to carry out this effort successfully.

Let me mention briefly two possible points of philosophical disagreement. Your investigators were concerned about a small program which provided jobs and training for youth in correctional facilities. Statistics from our corrections department show that adult residents who have gone through the Lorton college program or intensive job training programs have much lower recidivism rates than others, and the same applies to incarcerated youth. It is critically important, therefore, to send youngsters back to society with experience in the world of work and with a feeling that they can succeed in that world.

The other is the question about youth employed in arts programs. The youth in our arts program spent their summers improving their arts skills and working in the sense of performing for other youngsters all over the city in a very effective program to discourage drug abuse. Given what these youth accomplished and given our increased emphasis on culture in this city, I do not think that a program which uses culture for social good and which trains them and thus broadens the horizons of our youth is wasted.

Some of the young people who worked in the summer jobs program gained permanent employment. This speaks directly to reducing our youth unemployment statistics, and in fact unemployment in the District began a downward swing in June and is more than a percentage point lower than it was a year ago.

As I wrote to you, Senator Leahy, in my June 7 letter, we raised great expectations among our youth for the summer job program. I do not excuse the problems or accept

that we cannot improve upon what we did this summer. But we did meet the expectations for a great many youngsters and I believe it is our responsibility to see that our youth have a chance to pursue a future in the labor market in this city. This program substantially helped them to achieve such a beginning.

INTRODUCTION OF ASSOCIATES

Mayor BARRY. Mr. Chairman, I would like to introduce the members of the administration who are here.

This is Gladys Mack, Assistant City Administrator for Budget and Resource Development.

Senator LEAHY. We always consider it an honor to have Mrs. Mack at these meetings, Mr. Mayor. She's been an extra help to the Senate.

Mayor BARRY. On my left is William A. Ford, Director of the Department of Labor for the District. He was confirmed by the Council several months ago.

To his left is Floyd Goff, summer youth program director. Ed Gravely to my right, summer youth program monitoring. To Mr. Goff's left is Heleny Cook, summer youth program sponsor selection, and to her left is William Fudge, summer youth program registration and referral. And to the extreme end of the table is Sam May, summer youth program payroll.

MAYOR'S OPENING REMARKS

Mr. Chairman, I would like to indicate that I am pleased to have an opportunity to discuss with you a program which is very dear to me personally, and to the city. That is, the summer youth jobs program. I would like to ask that the record remain open to answer fully any concerns, allegations, statements, or anything else.

Senator LEAHY. The record will be kept open for at least 2 weeks, and longer if you request, for that purpose.

Mayor BARRY. Mr. Chairman, I would like to put the whole summer jobs program in perspective. And that is, when I took office in January of this year, I made that program one of my highest priorities in terms of moving ahead. When I took office, we had only limited funding for the summer jobs program which was funded by the Comprehensive Employment Training Act. As you know, our budgetary process is very, very complicated. When I became Mayor, I immediately submitted to the President and to the Congress a budget amendment for 1980 and a supplemental budget for 1979, because there was no appropriated funding proposed for that program.

Mr. Chairman, let me just say that in spite of deficiencies, this program was and continues to be one of the highest priorities and the most critical areas of my administration. I rank youth employment, unemployment really, with housing and the need for government competence.

I continue to feel this is a critical need and a top priority. Mr. Chairman, a number of people want to work and need to work, and to indicate the magnitude of those who want to work, there were 42,347 people who registered to work for the summer. We have the names and social security numbers of those 42,357 people here if you want to look

at them, to indicate that that was a universe of those who had expressed a desire to work.

[CLERK'S NOTE.—The listing of summer job applicants with social security numbers is in the subcommittee files.]

MAYOR BARRY. Also Mr. Chairman, let me just indicate that prior to this administration, for the last 4 or 5 years there have been massive problems with summer job programs. I think the problem that the labor investigators and others will find is that traditionally the city has received the allocation at the last minute, and the knowledge of how many people would be working at the last minute. Therefore it was very difficult to gear up. That was true of that program Mr. Chairman, up until July 3, as you very well know. We had no idea as to whether or not we would receive the appropriations to begin the program. Thanks to your help and to Congressman Wilson's help, we've been able to move ahead.

Mr. Chairman, we had a problem—I think it was \$2 million for the month of July to even get started. Those of us who worked in programs as I have find it very difficult to get geared up at the last minute to run a \$7.2 million program in addition to another \$13 million CETA program. So, part of my concern is the fact that we were in a catch-22 situation. We had over 42,000 youth registered to go to work, wanting to go to work; we had over 900 sponsors ready to take these young people, but they couldn't hire any staff to get ready and they could not adequately prepare to take the youth because they didn't know when the youth could start to work.

PUTTING PROBLEMS IN PERSPECTIVE

As you know, Mr. Chairman, we postponed the reporting date by at least a week because of this delay, from the 2d of July to the 9th of July. Therefore, it's true that when you look at the problems, there were some, no question about that. Let me put those problems in perspective.

When we submitted the original proposal of \$7.2 million in appropriated moneys, we had anticipated paying all of the young people the same wages. But because there were objections to this by Congressman Wilson, in order to get the program moving and continue to get his support, we agreed, reluctantly, to pay 14- to 15-year-olds \$2.60 an hour.

Also Mr. Chairman, because the CETA program, the regular summer program, put emphasis on hiring those young people 16 and over, we found that with our appropriated moneys, we placed more 14- and 15-year-olds than 16 and above in jobs. Therefore, the younger aged group earned a lower hour wage, which would then reduce the amount expended to those who had been scheduled to be paid at a higher rate.

Mr. Chairman, let me just say also that the facts and figures can speak for themselves about this program. The investigators were in error when they indicated that we only placed 22,000 people in jobs. We can provide as much backup statistics as you desire such as form 1's, checks, and computer printouts. I'm prepared to say that we provided over 32,000 jobs as a result of the District's efforts alone. There may have been some others, but we provided over 32,000 jobs.

BREAKDOWN OF NUMBER OF SUMMER JOBS

Mr. Chairman, I'll give you a breakdown of that 32,000: 13,672 jobs were provided under the regular CETA job program for disadvantaged youth; 8,475 jobs were made available with the duly appropriated money which we received through the 1979 supplemental, which you supported very strongly. There were 289 jobs provided under the CETA special models program; 1,472 jobs were provided by the Federal Government, with the District of Columbia Department of Labor doing the referring. The Young Adult Conservation Corps added an additional 64 jobs.

822 jobs were the result of regular District government summer hiring. That is the District of Columbia government agencies found additional resources and put over 822 people to work in the regular departments of District of Columbia government.

An additional 4,593 jobs came from the private sector. The board of trade provided us with a printout indicating here these 4,593 jobs were, what companies hired the people, and where they were working. I participated myself in the kickoff of this program. The District government had several full-time workers stationed in the board of trade's summer job office, and as employers would call in and place job orders, our people placed these 4,593 people in jobs.

I think this is an important factor because never before had the Washington Board of Trade been as successful as they were last summer.

Senator LEAHY. If I could interrupt for a minute, Mr. Mayor. When our investigators talked about 22,000 youths, aren't we really talking though about the ones who were under this program, under the multi-million dollar program that the Congress rushed through at your request last summer? That's really referring to those first two categories that you talked about, the 13,672 jobs under the CETA summer program for disadvantaged youth, and the 8,475 jobs from the District of Columbia government appropriated funds. Those are really the ones we're talking about. These other jobs were basically ongoing programs and were not part of the summer jobs program that we appropriated the money for; is that not a fact? Are we mixing apples with oranges here?

Mayor BARRY. I don't think so, Mr. Chairman.

In the letter to you on June 7, 1979, I wrote expressing our strong support and urging speedy movement of our requests through the Senate. I outlined on page 3 of that letter where the 30,000 jobs would come from and at that time I indicated that we would get 14,000 jobs from the regular CETA program and 8,600 jobs from the appropriated funds. The point I'm making here is that with appropriated moneys, we were able to put to work 8,475, which means we were only 125 short of our projected goal of 8,600. In terms of the 14,000 we had projected for the regular CETA program, we put to work 13,672, which means we were only 328 short of our projected goal. The report implies that we missed our target of having 30,000 young people working. My letter to you indicated clearly that we were only going to put to work approximately 22,000 young people with both CETA funds and appropriated

funds. I think that's the point I wanted to make, Mr. Chairman, that these were the subsidized employment jobs.

The other 8,000 jobs as outlined in my notes here, came from the private sector. If a Senator were to pick that report up, not having the knowledge you have of this program, they would conclude that we accomplished our goal. I maintain that we exceeded our goal—the total employment for the summer that we were involved with—by over 2,000-odd people. That's the point I'm making, Mr. Chairman.

In this regard, I think there has been some confusion. We never asked for money for more than 8,600 jobs. I think we're mixing apples with oranges.

For the record, I'm sure there must have been another 4,000 or 5,000 young people working in the summer that we did not actually find jobs for. These were youth who walked in off the street, found a job, or they knew about a job and got it. The jobs I'm speaking of, the 3,2000, are the direct result of our specific efforts to register these young people in the various 12 centers of the city. We called them up, wrote them, and accepted them on jobs. That's the difference.

Senator LEAHY. OK.

Mayor BARRY. Mr. Chairman, in reaching the goal of 32,000, we placed 417 people in the youth employment training program, and 26 youth in the youth conservation improvement program. I thought I would put that in perspective that we did in fact, and with all the problems connected with this government, put to work over 32,000 young people in this period.

PROBLEMS IN GEARING UP PROGRAM

Mr. Chairman, one other problem is that because of both the appropriated funded program and the CETA funded program the young people who registered, didn't know how the bureaucracy works, that is, they don't know if it's an appropriated slot or if it's a CETA slot. They are just registering. They are wanting to go to work. We have another problem in the sense that the CETA guidelines forbids us from employing young people whose parent's salaries are above the so-called poverty guideline. This requires a lot of work. You have to have information which will tell you who gets the CETA jobs, and who doesn't get these jobs. In terms of the other problem that we had, because we geared up so quickly, we did not have sufficient time to reach all the outside agencies. Over 900 different individual nonprofit or government agencies took these young people. We had required each of the sponsors to come in for at least one orientation session, to find out what we expected of them. We also had the young people to come in for orientation sessions before they went to work. I attended several of those orientation sessions myself. I attended Randall Junior High School in southwest. We had people, role-model, going through the process of what it means to come to work on time. We had another one at McKinley High School also with roleplaying about how you act on a job.

FUNDS TO ADMINISTER PROGRAM

The other concern we had was that in our appropriated budget request, we requested certain administrative funds to run the program. Our request was reduced way below what we had asked for. We had asked for a minimum of \$102,000 to administer the program. When it passed the Congress, we only received \$30,000 to administer this program.

The \$102,000 really was a substantially reduced figure that we had asked for.

Let me also point out Mr. Chairman the same is true in 1980. The city government has asked for \$4,977,000 in program money. These are paying the wages of young people.

We asked for \$360,000 to administer this program for 8,000 people and yet we only received \$97,000. Already, unless we can find a way to reprogram money, we are headed for the same kind of problems in 1980 we had in 1979, because the Congress reduced our request by over two-thirds to administer the program. You just can't put young people out there working with sponsors and not have persons who can go out and administer this program. Either you take the money from other places and put people to work, which means you're doing something, or you ask for some more money for administration. That was the problem.

REQUIREMENTS OF SPONSORS

Also Mr. Chairman, let me just say that we had certain requirements of our sponsors. First of all, we required that each young person who worked in this program, that was subsidized, fill out certain papers. We called them form 1's. We also have timesheets that we require that the sponsors fill out for the young people. And when the timesheet gets to the computer, and there's no form 1, the computer will not take the timesheet. That causes a problem. The sponsors did not understand, even though we told them that a youth could not get paid unless the sponsor sent in a timesheet. We also told the young people that they can't get paid unless they fill out a form 1. I received a report from Matthew Shannon, the then Acting Director of the Department of Labor, which gave me a breakdown of the 900 sponsors, the number of slots promised by the sponsors, the number of form 1's on file, and the number of checks issued at that particular first pay period. There was a gap of at least 2,000 or more between the number of people who were slotted to be there, the form 1's, and the pay check. We told the sponsors you've got to get those timesheets in for the young people. Some people didn't believe that; therefore, some youth didn't get paid. I think the young people suffered in that regard.

PROCESSING PAYROLL CHECKS

Let me just say, Mr. Chairman, that during the entire summer, there were over 100,000 payroll transactions. These are timesheets, checks, for all the people in the program, over 100,000. And during the entire summer, we performed, I think, very well in the sense that 96.2 percent of the 100,000 transactions were made accurately and on time.

Now, recognizing the human error and all other problems, I think that 96.2 percent of the people getting their checks on time, proper timesheets and backup represents a well-run program.

The other 3.8 percent compared to the universe, I think, is something to be concerned about, and I am. There's nothing to indicate that the program didn't work. When we finished the summer program, there were about 900 young people who had some pay problems of some kind. This amounted to some 1,800 transactions, which means it could have been one more pay period. Then in a 2-week period, we reduced the number of transactions from 1,800 to 800.

As of today, we've identified all of the young people who have indicated that they had problems. We've addressed all of that.

Even today, Mr. Chairman, we have 330 checks in a vault waiting for young people to pick them up. We have called them; we have sent them letters. I guess the next thing to do is get a delivery service and go out to their homes and take them. But we can't make young people come in and get these checks. We would like them to come in. Again, it's a matter of attitude, a problem we've got to work on.

EARNINGS OF YOUTH IN PROGRAM

Also Mr. Chairman, the investigators indicated that 20 percent of the youth earned less than \$300. Again, Mr. Chairman, let's put this in perspective. Out of the over 22,000 young people who worked, there were about 4,000 who worked less than this amount. A great deal of this had to do with the fact that there were more 14- and 15-year-olds working than anticipated. These youth were making \$2.65 an hour which was less than the amount the 16-year-olds were making.

Also Mr. Chairman, we admit that a number of our sponsors were new and weren't as disciplined as they should have been. Also some young people didn't come to work. Then there were young people who joined the program and dropped out. There were people who instead of coming to work 20 or 25 hours, came to work only 10 hours. We're working to make sure that next year a great deal of orientation takes place in addition to a great deal of motivation to get young people motivated to come to work 100 percent of the time.

But again, that's not a great problem because you couldn't earn but so much money.

AGES OF YOUTH IN PROGRAM

Also, the investigators point to the fact that 51 youths were less than age 14 when the program began; 17 were over 22. Mr. Chairman, I think on further examination, you'll find that at the time the young people signed up, there were some who were 13 at the time they registered. But if you check those numbers and check the birthdays of the people you're talking about, you find that most of them were 14 when they started working. The same is true with the 22-year-olds. But even assuming that this is true of the 68 people we're talking about here—68 out of 22,000 is a very insignificant number, recognizing that you can't check each and every time.

QUALITY OF JOBS

Mr. Chairman, also, we were very concerned about the quality of the jobs provided in this program and we provided a number of job opportunities for young people. Washington—as you know Mr. Chairman, you went to school here, you live here—is a unique town in the sense that government is our main business. And the services which serve government are subsidiary main businesses. There's only a certain number of standard jobs that you can provide for young people. Every young person can't be a clerk or can't be a nurse's aide. We think it's quite appropriate to give young people skills and work experience in a variety of jobs. For instance, I think it's appropriate to pay young people who want to be musicians during the summer, to learn how to be a musician. That's not a lucrative market everywhere, but it certainly is an area. Plus it kept them interested, kept them working. Also for young people to be recreation aides I think is a legitimate job experience. We have very little blue collar workers in this town and the Government itself does not do much in the way of blue collar work. We had young people cleaning streets and alleys; we had young people cutting grass; and cleaning lots. Naturally, when you have over 22,000 subsidized jobs, there are going to be some young people as there are in the Senate or anywhere else who want to goof off from time to time. I think that's true when you look around the Senate room.

Senator LEAHY. I've even heard that on some occasions, there are Senators who might do that.

Mayor BARRY. I can't speak to that.

Senator LEAHY. I'm new here myself, so I haven't had a chance to see it, but I've heard that's happened.

Mayor BARRY. So when you walk around the Senate in the summertime, you probably find some young people—I can't speak to the Senators, I need their help too much—doing nothing. But I think that by and large—

Senator LEAHY. Those Senators try to find time periodically for softball games.

Mayor BARRY. We beat them, too.

Senator LEAHY. I know. I remember.

Mayor BARRY. We have a great first baseman, too, I think, on our team.

Senator LEAHY. Yes. I remember I never got past that first baseman, as I recall. I don't hold that win against you.

NEED FOR EXIT INTERVIEW BY INVESTIGATORS

Mayor BARRY. I knew that we could do that.

Mr. Chairman, the point I'm making here is that the investigators in looking at the program, in my view, should have an exit interview. They didn't have. I've been audited a number of times by the Government auditors when I've run programs, and one of the things that they do, they come in very quickly, they see a lot, they absorb a lot, they write a lot, but one thing that I found is very good is to have an interview where they sit down with the staff people, say here are the as-

sumptions I made, here are my findings, do you have any comment on that. And show me that what I've said here is not as accurate as I've said it, or show me that there are other data to support something else, and in this instance, the investigators and I have. That way they would have been able to look at a number of these things. Plus, Mr. Chairman, with over 900 sponsors, and some of these sponsors have one or more jobsites, there must have been at least 1,400 or 1,500 jobsites. I don't know how many they visited, Mr. Chairman.

PLANNING FOR FUTURE SUMMER PROGRAMS

For the future, we are very confident that now that we know how much we're going to get for the summer youth program because the fiscal year 1980 budget has been marked up by the Congress, and because we know generally how much we're going to get from the CETA program, we can now begin to plan early for our young people.

Mr. Ford has already named a director of the youth employment for the summer. Mr. Anderson is here. He works and reports directly to Bill Ford.

A total of 13 staff members were on board by October 8 to do the in-depth planning. Additional staff will be hired to carry out the program.

Mr. Chairman, because this is a summer program, you can't keep but so many people on year around. Therefore, as the summer nears, it would be necessary for the department to hire temporary personnel to gear up and continue the workload in the summer.

We feel that with this early start and with the 7 staff divisions that are being put together namely payroll, registration, job development, training, monitoring, and community liaison, which will work with the sponsors and finally, an evaluation division, this will give us the time and effort that we need.

It's our view that we need to provide a variety of opportunities for our young people. As I indicated in my letter to you on June 7, this is not a personal job program, it's not a program to give people personal careers, but it's a program to expose them to the world of work, to how things get done in certain places.

More importantly, it's also a program to allow them to earn money because there's a direct relationship between unemployment, as you know, Mr. Chairman, and criminal activity. We've found over the years now that as soon as unemployment increases, criminal activity, apparently, increases. Not one for one, but there's a ratio. And we think that it's better to have young people working in the summer, where it costs us a little more than \$400 per youth than on the other hand, spend the \$11,000 to \$12,000 to keep a young person out at Oak Hill Detention Center.

I guess, Mr. Chairman, in summary, I'm the first to admit that there were some problems administratively with this program. There were small numbers of young people who didn't get paid on time. There were some sponsors, a small number, that didn't supervise as carefully as they should. But I think putting in perspective the total program of over 30,000 young people working, that the vast majority—over 90-

some percent of these young people—benefited positively from this program. If you think about it, to go from 13,000 or 14,000 young people in 1978 to over 30,000 in 1979, regardless of how good you are, there are bound to be some problems, human errors, computer errors; but by and large, I'm prepared to say, and I would challenge anyone who would differ, that over 90 percent of the people in this program benefited positively. The parents benefited from this program. We had a meeting where we invited parents and young people and in one instance, over 60 percent of the young people brought a parent with them. I think when you go out and talk with the people who are recipients of this program—parents, sponsors, young people—you'll find an overwhelming number who say that this program was a good program, but we intend to make it even better.

And I would like to keep you informed about what we're doing. I'd like to invite you and Mr. Gnorski to come over to the office and see how the preparations are going on. For the first time, Mr. Chairman, we had the information on these young people computerized, and knew exactly where they were, what school they went to, where they lived, et cetera.

I hope that other members of the committee will look at this carefully and what we've said here; and also, talk to some of the people, the recipients of the program. Also, ask members of the Appropriations Committee to do the same thing. I think when you do that, you get a different view. And I expect auditors to be critical. It's the nature of people like that that they look for the worst; but I hope that in the future, they will also look for the best, too. That will be the balance. That's the basis of my statements, Mr. Chairman.

Senator LEAHY. Thank you, Mr. Mayor.

WORK OF THE INVESTIGATORS

I think that the investigators do look for the best as well as the worst, as they should. You realize when—I see some members of your staff shaking their heads. I would just remind them that our committee took this matter very much on faith last summer, and that we had a rather extraordinary record in getting it through the committee process. I believe that 2 or 3 days after the matter came up here, we met on it, and moved it through. There's no question that everyone on the committee, investigators on through, were looking for the best at that point and that's why we were able to get this through, notwithstanding some stiff opposition within the committee itself. And because of that opposition a commitment was made at that time to monitor it very closely.

COMMITTEE PEROGATIVES ON FISCAL YEAR 1980 JOBS PROGRAM

Now, since the summer jobs program seems to have focused on numbers, either in relation to dollars or to participants, I think I would like to start off our discussion on that note.

There have been some erroneous figures tossed around in the local dailies lately concerning the funding for the 1980 summer jobs program. It has also been implied that this committee will be taking some

mysterious action to cut the funding for the program in half. I would like to take a moment to set the record straight.

First of all, Congress has already approved the fiscal year 1980 budget for the District, and the President has signed it into law. The budget includes \$4.9 million for the 1980 summer jobs program, not \$13.7 million as reported in one of the local dailies. This funding, when combined with CETA funding, will allow the city to run a program to employ 15,000 youth. The only action pending by this committee for fiscal year 1980 is approval of a plan for expending that money.

With regard to cutting the funding in half, I would say that someone has misinterpreted the recommendation of the investigations staff. The recommendation was that future programs under appropriated funds should only be about half the size of the comparable 1979 effort. I would take that to mean the maximum number of youth involved under appropriated funds should be half the number hoped for in 1979. In other words, half of all jobs except CETA funded jobs. The city's budget request already falls in line with this recommendation, since the amount requested would fund 4,200 jobs, half the 1979 number of 8,600.

I hope that clears everything up for the benefit of the press and the public.

Believe it or not, all of this background was leading up to a question. I am wondering, Mr. Mayor, what motivated you to request funding for 15,000 youth next summer when you were so committed to 30,000 this year? Did you realize that your goal was a little too ambitious, and adjust your budget accordingly? Exactly what was the rationale behind the reduction in funding being requested?

Mayor BARRY. Mr. Chairman, in terms of the 1980 appropriations, we requested approximately \$14 million for all the employment programs which included \$4.1 million for summer jobs.

Senator LEAHY. Which is what I was just saying.

Mayor BARRY. This will provide approximately 5,600 slots funded with appropriated funds which includes about 4,200 summer youth jobs.

Mr. Ford may speak to CETA. I'm not sure what our CETA allocation is next year.

NUMBER OF 1980 SUMMER JOBS

Senator LEAHY. As I understand, it comes out to about 15,000 jobs instead of 30,000 jobs overall. We took that out of the budget justifications.

Mayor BARRY. We think that there will probably be about 11,000 to 11,500 slots in CETA funded jobs which will give us about 15,000 or 16,000 subsidized jobs.

Senator LEAHY. So about half of what we were talking about last year?

Mayor BARRY. No, sir. About two-thirds.

Senator LEAHY. A scaling down?

Mayor BARRY. Yes. The subsidized area was about 22,000 in 1979; we are anticipating about 16,000 in 1980. So, probably about one-third. Because we now have greater experience in this area, we're going to

start right after Christmas to try to get the approximately 17,000 private employers to agree to take at least 1 young person. Assuming we're 50 percent successful, we'll probably double the number of private sector employers who will take young people in 1980.

So, even though the subsidized area is going down, the unsubsidized is going up as it ought to be. So I still think that we'll probably reach a high number in 1980. But in terms of the appropriations, both Federal—CETA—and the District of Columbia government, we're talking about 15,000 or 16,000 subsidized jobs.

A SUMMER JOB FOR EVERY YOUTH

Senator LEAHY. Mr. Mayor, you were quoted several times prior to and during the operation of the 1979 program as saying you wanted the summer program to provide a job to any youth who wanted one. In fact, your program handbook and Metro bus posters carry the quote, "For Every Youth * * * A Job." While I certainly agree that this is a laudible goal, are we to apply this principle to every youth in every city across the Nation? And how far can that philosophy go? Is it fostering a kind of false sense of the real work world?

Mayor BARRY. Mr. Chairman, I think some of us have to be visionary in the sense of what I've advocated for a long time and that is full employment. In this country, as prosperous as it is, rich as it is, resourceful as it is, everybody who wants to work ought to be able to have a job. I think we ought to have it as a goal, whether we reach that goal or not. We'll never do it probably, but I think as we look to the future, we ought to say that every young person should have a hope, a dream, a feeling that they can get a job.

Now, it may create frustration, it may create other kinds of problems, but I don't think we ought to have young people feeling that there is no hope, there's no place to go, nothing at the end of the tunnel, just darkness. I just think that we ought to say that as a goal, this country has a very laudable goal. We have advocated human rights and nondiscrimination for all people. You and I know that there's discrimination: blacks, Latinos, short people, tall people—we'll back off saying that everybody ought to have a right to be free and not discriminated against. I think I'm saying the same thing about jobs. I have not found this approach to be frustrating to young people. I think there's some hope here. I think what is being said is that the country has not yet come to the point where it will put up that kind of money in subsidizing jobs. The private sector has not yet expanded to the point where it will take those young people. I think we have to say, Mr. Chairman, that we have to give hope.

Again, as I said earlier, 42,000 young people signed up. That doesn't represent the total number who wanted to work. There's probably another 10,000 or 15,000 out there who wanted to sign up. They didn't have any faith that they were going to get a job.

Senator LEAHY. Even with those numbers, I still get confused, because we started the program based on the fact that 30,000 youth had registered for the summer program in 1978. There were 15,000 CETA slots available. On June 8, it was reported that 40,000 youths had reg-

istered and that city officials expected the total to hit 50,000 before the month was over. On July 11, you were quoted as saying that 44,000 people had applied for jobs and you fulfilled your promise of putting 30,000 city youngsters to work. And yet we still have—and I realize the figures have been disputed back and forth between our investigation and what you have testified to here—but our investigative staff comes back with 22,000 people on the rolls during the summer.

TOTAL NUMBER OF PEOPLE HIRED

Now, I think what I would like to have—we could do this for the record—how many of these people were hired under CETA and how many were hired under the supplemental appropriation. I would like your staff to get together with ours to go over the documentation verifying those figures of 42,000 youths signed up, because the report from your office on August 28 shows only 29,693 registered. And I received a few different numbers, depending on what the focus of attention was. Quite frankly, I'm having a hard time following the bouncing ball on this thing.

Mayor BARRY. Mr. Chairman, let me just say that for everyone who registered, that is the 42,347, we have those names right here. We can give you the name, the address, the school they went to, and the date of birth. Out of that 42,347, not all of them worked.

Senator LEAHY. I understand.

Mayor BARRY. We didn't place them all.

Let me say it this way. We did place, as I said earlier, the documentation can even be form 1's, can be payroll data, can be whatever we need to look at it. We placed over 22,000 on the District of Columbia government payroll. That is, what we did was that even though sponsors had the young people out in the field working, the District of Columbia government processed the timesheets and the checks and they were delivered to the sponsors and the young people. So in terms of documentation, we're prepared to say that we can document that 13,672 young people worked this summer under the CETA program and 8,475 young people worked in jobs made available with the District of Columbia appropriated funds.

We do not have documentation on the 4,593 as they were hired through the Greater Washington Board of Trade program. We would have to get their documentation, their printouts. We can document the young adult conservation corps jobs program. We can document the 822 jobs in the regular District of Columbia government departments that were funded with their regular personal services moneys. We can document the Federal jobs, the 1,472, by getting from the Federal agencies a list of young people who worked there. We asked the Department of State, we asked the Department of Defense, and others to take on people that we referred and they did. And that's the documentation that we can give on the number of youth hired.

Now, I think what happened, I had a press conference. Mr. Chairman, you know how angry it is to read everything in the press and take it literally.

I had a press conference—

Senator LEAHY. I take virtually nothing literally I read in the press.

Mayor BARRY [continuing]. It must have been the first part of July, the latter part of July, maybe the first part of August, I had a press conference where I indicated that we had put to work through our efforts, not on our payroll, through our efforts, approximately 29,300. What I'm indicating now is that since the summer program is over, we've had a chance to examine the numbers. They have been more refined to the point where I can now indicate that we had 32,335 young people placed as a result of our efforts. Only 22,000 of those were funded with CETA funds and appropriated funds. I never promised anything beyond that, even during the campaign or in my letter to you.

THE NEWS MEDIA AND THE SUMMER JOBS PROGRAM

Senator LEAHY. But by now it should be refined. I'm more concerned about what happened during the summer. You speak of the press and so forth. I'm somewhat concerned that had it not been for our committee report on the program, the public might not have realized that this had not been a totally successful effort. Both of the local papers devoted editorials to the question of when we would approve funds, when Congress would approve funds for the program. And both of the local dailies supported editorially the summer youth program and I agree with them on that. I don't think there's any disagreement there. Naturally, I like it when they point out that Congress had done something right in approving money as quickly as we did. And of course, we did approve the full \$7.2 million requested by the city in total; no cuts at all. There was an extended period of silence in the press, and virtually nothing has been mentioned about the results of the program. The only exceptions are a recent editorial and the articles announcing the release of the committee report.

I commend one of the reporters here today who broke the fact that we did have such a report. Now, one of the local papers has been accused, either rightly or wrongly I have no way of knowing, of turning a blind eye to any criticism of any operations of the city government. I have no way of knowing whether that is right or not. I read primarily my local papers from Vermont, which carry very little on the city government.

But I'm just curious how, you know—I hate to think we have a situation where the only way we ever track down something involving the city is to go out and do our own investigations. Indeed, the press was supportive of the program when it started. But they did not follow through to see whether they were right in their support or not.

Let me give one exception, that being the recent editorial in the Washington Post called "Saving the Summer Jobs Program." Now, that editorial ran in the November 19 issue of the Washington Post. It supported the program stating that the problems encountered were merely the stumbling, early steps of a government trying to help people it had never helped before. It did say that the Senate appropriated the extra money late in June. It ignores the fact that that was within a few days after we received the full request.

Incidentally, one other point before we go on to something else. I'm just curious. I know that that same newspaper had said—and quite properly—that the private sector had to help out in this area. And I concur with that completely. I have said the same thing. You said the same thing.

NUMBER OF SUMMER YOUTH HIRED BY THE WASHINGTON POST

How many youths were employed by the Washington Post as part of the summer jobs program?

MAYOR BARRY. Mr. Chairman, I don't know.

SENATOR LEAHY. Does anybody know?

MAYOR BARRY. We'll try to find out.

MS. COOK can check, but she initially says that they requested about 22.

SENATOR LEAHY. The city requested 22?

MAYOR BARRY. No, the Washington Post requested 22.

Mr. Chairman, I think the point you're making, I guess the question, if it hasn't been answered—

SENATOR LEAHY. How many did they actually get?

MS. COOK. I would have to go back to the record, sir, to check. I know they asked for 22. How many they hired, I would have to go back to the record.

SENATOR LEAHY. Were you aware of any that they hired?

MS. COOK. My recollection is that they hired four, but that is an unofficial figure.

SENATOR LEAHY. I'd be interested to know the accurate figure. I know that they wouldn't encourage private industry to do that unless they were going to make a substantial effort on their own. Certainly, they would not be in favor of such a double standard, I'm sure.

MAYOR BARRY. The Post has advocated that on anything editorially, that they're now 100-percent correct.

Let me just say the manner and style of my operations is that—

SENATOR LEAHY. Don't thwart the Post. Your constituents read it; mine don't.

[The information follows:]

THE WASHINGTON POST SUMMER JOB HIRES

The Washington Post hired one person, according to our records. The original order requested by the Washington Post called for 20 slots. The order remained open for 1 week. We referred 20 persons within that week. Only one of those we referred was hired.

PROGRAM IMPROVEMENTS

MAYOR BARRY. In terms of analysis, I'm my own critic in terms of the government. I asked Bill Ford when we went over to the Department of Labor to prepare a detailed analysis of the summer program. I wanted him to get the facts and figures and analyze the program quantitatively and qualitatively. I also asked him to give me a plan for next summer's program and to make sure that the problems of the past summer are corrected and we have a better program. And one of the first things he told me, even before the Senate investigators report came

out, that as of October 1, he was going to hire a full-time summer program coordinator and we talked about the kind of person he wanted. The other one, Mr. Chairman, is that I have often criticized the inefficiencies and ineffectiveness of the government, including my own administration.

CHAIRMAN'S SUPPORT OF PROGRAM

Senator LEAHY. Mr. Mayor, so there will be no question here, I'm a strong advocate of the idea of a summer youth jobs program. I maintain that. I hire young students from Vermont every summer myself. I have personally found it a very necessary thing all the way through high school and college. In fact they made it possible for me to actually go to college. Some of the experiences, summer job programs, I tend to think were perhaps what I needed to get myself into a condition where I would be more concerned about earning a living when I got older than I might have been otherwise. And I rather suspect that it turned me in directions I might not have gone otherwise. And I happen to agree totally with the strong support of both of the local papers here in town in saying that we should have such a youth program and I commend you for the vision of having such a program. I have no question about that at all. I'm the one who took on the criticism from my colleagues in the Senate in shepherding this matter through the Senate, and I have no regrets that I did so. All I want to do is to make sure that it works, because otherwise, if you're holding out empty promises to young people, that can be as bad in many cases as not having jobs at all. And I commend the press for pushing it so hard because I think had they not done so, it might, it would have made my task more difficult in getting the matter through the full Appropriations Committee. Notwithstanding some of the attitudes in the city, I really cannot totally control all the District budget by my vote alone, nor would I want to. But their support, your support, everybody else's support in getting that program, helped us get it through the Congress, get it through as quickly as we did. But if I am ever going to get it through again, we're going to have to establish just exactly where problems are, and we're going to need the city's help on that. We also need very, very definitely, the help of the private sector, as well as the public sector, because I think you're going to find more and more a feeling in the Congress that the Government is not going to be the employer of last resort, here or anywhere else.

The budgetary restraints that we have are budgetary restraints that we feel necessary to place on virtually everything in this country with the exception of certain things like the oil industry or the defense budget. They have better lobbies than the poor or the discriminated against, those out of work. Unfortunately, I think, you and I share some of the views on that.

EXPENDITURE OF 1979 SUMMER JOBS PROGRAM

But let's talk about the funding, because Congress appropriated \$7.2 million in the fiscal year 1979 supplemental for the summer jobs program. We did it based on the assurances from you, me, and everybody else, that the money would be put to good use.

Now, just putting aside how the money was used and we've gone over that to some extent, let's talk about how much was used. We've really had some difficulty in finding a figure on how much money was used; how much exactly was spent on the 1979 summer jobs program and how much of that was for administrative costs.

Of the \$7.2 million appropriated, exactly how much money was spent?

Mayor BARRY. Mr. Chairman, let me just indicate in response to your other comments, in answer to that question, that we welcome this forum to have our discussions about the program. We certainly appreciate your strong support and as you know, had we not had it, we wouldn't be where we are now. That does not mean you control everything, it means you influence your colleagues a great deal because they depend on your vision about the District of Columbia Government because that's your job, your responsibility.

We welcome that; we think that maybe another hearing in the spring would be another good opportunity to see where we are for 1980. We invite you and your staff to come down and look at our records. Get the Senate investigators to come too. We welcome this opportunity. Don't think I'm upset that I'm here at 8 o'clock in the morning, being out here with you guys.

Senator LEAHY. Mr. Mayor, I apologize for making it so late in the morning. I would have made it earlier if I'd known.

Mayor BARRY. I leave home most mornings about 7 or 7:15. It takes me a little bit longer to get downtown, so I just start earlier.

Senator LEAHY. I want you to know that I left McLean around 6 this morning.

Mayor BARRY. Mr. Chairman, in terms of the specific amount of moneys, the total amount spent and, again, all of this comes from computers and vouchers, paychecks, et cetera, it was \$5,199,372.

Senator LEAHY. How much of that was for administrative costs?

Mayor BARRY. In terms of the payroll, the persons who were recipients it was \$4,866,000.

Senator LEAHY. About \$300,000 or \$400,000 for administrative costs?

Mayor BARRY. \$332,900 were the administrative costs.

Senator LEAHY. Is that the total administrative costs?

Mayor BARRY. Well—

Senator LEAHY. I would like, in any event, to have it broken down for the record, an exact breakdown. But it sounds to me that around \$5.1 million of the \$7.2 million appropriated went for the summer jobs, and between \$300,000 and \$400,000 went for administration. Those are approximately the ball park figures.

Mayor BARRY. I think we are in the ball park. We can give you detailed breakout by categories.

[The information follows:]

1979 SUMMER YOUTH EMPLOYMENT PROGRAM

	<i>Budget</i>	<i>Actual</i>
Personal service costs:		
1,713 14- to 15-year-olds at 20 hrs., \$2.65 hr.....	\$726,312	\$4,487,766
6,735 16- to 22-year-olds at 25 or 40 hrs., \$2.90 hr.....	5,180,371	
116 monitors at an average cost of \$4.51 hr.....	251,117	104,522
Related benefits: FICA at 6.9 percent.....	424,900	275,100
Subtotal, wages and benefits.....	6,582,700	4,866,388
Local travel.....	190,700	2,575
Rent, communications, and utilities.....	4,600	180
Other services—payroll processing.....	102,200	51,156
Other services—training.....	93,100	91,891
Supplies.....	18,900	30,886
Equipment.....	241,500	68,579
Administrative.....	30,000	87,717
Subtotal, program administration.....	681,000	332,984
Total.....	7,263,700	5,199,372

UTILIZATION OF UNSPENT SUMMER JOBS FUNDS

Senator LEAHY. The reason I ask the question, that means that about \$2 million of what we appropriated for the summer jobs program was not spent on it. If the District was a Federal agency, that \$2 million would have lapsed at the end of the fiscal period and just gone back into the U.S. Treasury.

But the funds appropriated for the supplemental bill went directly into the District general fund. Did the District get a \$2 million windfall out of the summer jobs program?

Mayor BARRY. Mrs. Mack can speak specifically to it, but it's my understanding that this was unspent money in terms of the Department of Labor.

Mrs. Mack, do you want to speak on that?

Mrs. MACK. Yes. It is true that \$2 million was not used, which means that the city had \$2 million of cash which it did not expect to have. However, we collected substantially less revenue than we projected. And so we did not end up with more cash than we had planned.

Senator LEAHY. But there is no revenue related to the summer jobs program.

Mrs. MACK. The revenues from all sources went into the general fund. We are talking about, on the one hand, the cash we collect; and on the other hand, expenditures we make.

Senator LEAHY. But when you make your general revenue projections those are figured into the budget that comes up here on the Hill. And the central question was how much the Federal payment would be for the year.

In this event there was \$2 million that went into the general fund in effect from the Federal payment that none of us realized went in there.

Mrs. MACK. Well, it's not quite correct. We estimated that we would end the fiscal year with a cash balance of \$22 million. I'm sure you read the stories in the press of how we were unable to collect some of the revenue as we had planned, and we ended up the year with about \$13 million as a cash balance instead of the \$22 million we had planned.

Now, if we had spent the additional \$2 million for summer jobs, we would have ended up about \$11 million short.

Senator LEAHY. The \$2 million in the summer jobs went into cash balance that the District had?

Mrs. MACK. Or another way of saying it is that we did not expend it and so it remained in the cash balance.

Senator LEAHY. How often does money appropriated for one purpose—in this case summer jobs—end up being used for other purposes?

Mayor BARRY. As you know, we are on a cash system balanced budget. What happens is that this money is not technically spent on anything else. That is the \$2 million authorized for the summer jobs program has not been spent anywhere else.

Senator LEAHY. So it is available to be spent in other jobs programs next summer?

Mayor BARRY. Well, technically—

Senator LEAHY. I mean could we appropriate \$2 million less?

Mayor BARRY. No. No, sir. The authority has lapsed, as you know, to spend that money in any other year besides fiscal year 1979.

Senator LEAHY. But it can be spent out of your general fund?

Mayor BARRY. No. Let me start again and go through this with you.

When we sent the 1979 budget and the 1980 budget up to you, it was supported by a financial plan which reflects the estimated amount of revenue we anticipated to receive. It reflected the total revenue from both the Federal payment and the local revenues. In this instance, in 1979, the total amount of revenues that we anticipated from both the Federal payment and local revenues was enough to balance our budget.

But the actual cash coming in did not meet those projections. If the \$2 million had been spent on the summer jobs program, our cash balance for 1979 would have been \$2 million less. It has not been spent. It means that we just had \$2 million income that was not spent.

As I say, that \$2 million did not give us a windfall in the sense that other revenue sources were way down. Parking revenues, for instance, were down as was water revenues. So the money is not really being taken and spent for anything else. It just gives us a \$2 million conditional cash balance that we haven't spent.

INFORMING CONGRESS OF UNSPENT FUNDS

Senator LEAHY. Would we have known about that \$2 million if we hadn't had this meeting? Is there—

Mayor BARRY. Yes.

Senator LEAHY [continuing]. Is there a regular program of notifying the Congress when money that has been appropriated for a program is not spent and goes into the general fund?

Mayor BARRY. No.

Mr. Chairman, our bookkeeping is part of our financial management system in that there are a number of other instances in the District of Columbia Government when you anticipate spending \$20 million for a program, you only spend \$19.5 million, and you end up with an unobligated balance. In fact, we carry forward in our financial plan about \$20 million, \$25 million of unobligated authority. This means that if a

claim is made of over a 2-year period, say, between 1979 and 1981, that \$25 million in authority is there. The cash may not be there, but the authority is there. So you balance your books by the authority.

Also, Mr. Chairman, included in the 1981 budget that you get from the President, from us to the President is the actual authority for these programs. We plan to send the budget to the President in January. It will have the actual obligations by program. And so that is the time I think Congress will see what the actual expenditures are.

It's like any other budget.

Senator LEAHY. I understand. That is something that we can follow up with Mrs. Mack, anyway. She understands those better. She and Mr. Gnorski can get together and try and convince me of what is going on.

Mayor BARRY. Mr. Chairman, let me just say that we have brought on a new comptroller, Chuck Cohen. We have developed the capacity to generate data quickly. So what we'll do every payroll now, we'll begin to compare actuals against projections. It appears as though there are some problems. In fact, it happened when I got back in August. I met with Bill Ford. I wanted to know how much money we had spent. He indicated we were underspent.

That's when we authorized that extra week for those persons that wanted to work and were entitled to do so. But apparently a number of them had made other plans, and they probably didn't work.

But in the future, after every payroll, it will be easy for us to compare our actual spending with our projections, we can detect underspending or overspending, slow it down or speed it up by bringing on other people. Or we can go out to the sponsors and say, "Why are the young people not working? What are you doing wrong? Are you counseling them?" And in some instances we will probably cancel the contract if the sponsors can't find a way to get people working up to, say, 90 percent. They ought to be working, not just putting in time on the job.

We will have this under control next summer. So we would like to share with you from time to time the—

Senator LEAHY. Let's go on to a couple of other points because we are running out of time.

MEANINGFUL WORK EXPERIENCE

The report mentions that a summer youth official told the investigative staff that if 7,000 to 10,000 kids out of 24,000 enrolled were doing meaningful work, or having a good work experience, the program would be successful as far as quality goes.

Frankly, I'm appalled at this statement because it means that it would be acceptable if half the participants did not receive a good work experience, which, after all, is the goal of the program.

Do you agree with that official's comments? That if 7,000 to 10,000 kids did meaningful work the program would be successful? If such a statement has been made, do you agree?

Mayor BARRY. No, sir.

First of all, I don't know who made it. I would like to find out, if the investigator will tell me. I don't believe that. Mr. Ford and I feel very

strongly that the program is to be meaningful to each and every young person. Our goal is to have each and every one of them in a meaningful work experience. I read that statement someplace. I was appalled that somebody in this administration would make that kind of statement.

So I reject it, too, Mr. Chairman.

PAY ADVANCE TO SUMMER YOUTH WORKERS

Senator LEAHY. I note that a decision is made to advance money to the 1979 summer program participants. The report concludes advances in pay was not a good idea, it doesn't reflect the real world of work and that you were just asking for trouble in advancing pay.

Do you agree with that?

Mayor BARRY. No, sir, Mr. Chairman, I don't agree with that. It's unreal in the sense that in the District of Columbia Government our paychecks come 10 days after the end of the pay period. That is, when I get my check next Tuesday it will be 10 days after the end of the pay period when I earned it.

Because a number of young people would have been out of school for half of June, not working, it was our estimation that if they came to work on, say, the 2d of July, it would have been a full 4 or 5 weeks before they would have gotten a paycheck. We think that the number of young people not having been highly motivated, as you and I may be, and with a number of them having to take the bus or Metrorail to work, they needed to have some income. We think it's a good idea. At least they don't start out without any money.

Senator LEAHY. How many got those advances and never showed up for work, or quit before earning all of the money advanced?

Mayor BARRY. Let me just say that we can get the exact figure. But I think the advances were only for 12 hours and the advance was then subtracted from their first paycheck. That is, if you came to work, say, in June, it would have been 3½ weeks before you would have gotten a check. If you started working on June 28, young persons went to work on June 28, you would have received a check on July 10 for 12 hours.

The main thing, Mr. Chairman, is that if a young person did not have 12 hours he or she wouldn't get a check. It wasn't like giving money to people that didn't show up. It was giving them an interim amount for such expenses as bus or rail fare and lunch money.

The computer would deduct the amount of the advance from the normal amount they would get. For example, if you got an advance of \$22 and you were supposed to get \$70, the computer would deduct \$22.

AMOUNT OF MONEY EARNED BY YOUTH

Senator LEAHY. What about the reports that there were 274 young people who earned over \$700, including one who earned \$2,595, even though the maximum, I guess, was \$667? Were there overpayments? Were they erroneously overpaid? And, if so, was any attempt made to correct the overpayments?

Mayor BARRY. Mr. Chairman, let Mr. Ford answer that.

Mr. FORD. Mr. Chairman, the one that was spoken of earned \$2,975, or whatever it was—I'm sorry—I'm not sure.

Senator LEAHY. \$2,595.

Mr. FORD. That was an adult employee.

Senator LEAHY. Why is he in the summer job payroll record? I mean apparently, as I understand it, he is in that computer. The computer payout shows him in there in the payroll summary for the 1979 summer program.

I'll give you his name, but it shows he earned \$2,595.07.

Mr. FORD. We were allowed to hire adult employees during the summer months.

Senator LEAHY. But it still goes beyond the amount by—well, goes several times over the maximum earning.

Mr. FORD. At a higher rate. He was not paid the participant wage.

Senator LEAHY. Why is he in the program?

Mayor BARRY. Mr. Chairman, I would rather that we get that information, and we can get the name and get you the specifics on the circumstances.

Senator LEAHY. Why don't we do that for the record. I will give you the name of the particular group that this \$2,500 case was assigned to.

Mayor BARRY. Mr. Chairman, also when we get that, I suspect we'll find that there were several young people who worked at one or more jobsites. So I think the payroll records, because they are kept—

Senator LEAHY. This is one jobsite.

Mayor BARRY. We'll look—

Senator LEAHY. Let's get the exact ones and then we won't be talking in a vacuum on the thing. I think that would be a lot more fair to you, too, in responding to that.

[The information follows:]

MICHAEL CORBETT—577-84-6449

The records of the Office of Financial Management show Michael Corbett earning \$563.95 during the third quarter (July-September). Research indicated that his total summer earnings in the summer youth employment program was \$281.82 for the enrollment period of August 9-August 25, 1979. Also during the third quarter, \$282.13 was earned while employed by the District of Columbia Department of Recreation. As shown below all other earnings for 1979 were wages paid by the Department of Recreation.

First quarter: January-March	\$945.00
Second quarter: April-June	1,086.75
Third quarter: July-September	563.95
Total earnings	2,595.70

POLICY ON NAME REQUESTS

Now, the report mentions that the Department of Labor tried to honor a youth's request to work for a particular organization—which I applaud—but they would not honor the organizations' requests for youths by name.

Now, I would like to get—if there is some formal policy in the Department of Labor with respect to that name request—a copy of that policy.

Let me give you an example: The interdisciplinary cooperative education program—ICEP—requested 500 youths to serve as carpentry, auto mechanic, and clerical aides. They wanted to name 300 of these youths themselves and select the other 200 at random. Now, this request was denied, and ICEP withdrew their participation.

I would assume that job slots in carpentry, auto mechanics, clerical aides, and all of those, are meaningful type jobs. And I'm just wondering if we lost 500 meaningful job slots because of this policy. So, if somebody could, one, give me a copy of the policy on name requests, and two, supply for the record an answer on the ICEP request.

Mayor BARRY. Mr. Chairman, the Department of Labor does have a policy regarding name requests which was established under the CETA program. We followed those guidelines with appropriated funds, and in some instances there are some problems. We try to keep it to a minimum.

There was a program at Carroll Junior High School in which some young people in a model program would have their parents work with them during the year. They wanted to name request those kids. We couldn't do it. I think it was a wrong thing to do in the sense they had the young people there and they were all students at Carroll Junior High School. They wanted to keep that unit together working.

Senator LEAHY. We have another part in the report, though, which talks about the George Washington University, and the Workshop for Careers in the Arts. They have originally requested 80 youths, and apparently a decision was made to dismiss the originally assigned youths and replace them with name-requested youths.

So, you had just the opposite in that case. I mean, it seems to me this thing goes back and forth. Despite all the problems outlined with that workshop, all the problems shown in our report, which you have, on August 3, Mr. Goff approved and forwarded for placement additional slots for the workshop.

So I'm just wondering whether we sort of marched up the hill and marched down the hill and tried to march back up the hill on that one.

You understand my concern?

Mayor BARRY. Yes. I think we ought to have a consistent policy so that everybody knows what it is.

Senator LEAHY. I'm just amazed that in that particular case, with all the problems that were there, they even considered sending in more slots in August.

Mayor BARRY. That's an area where we had some pay problems.

Mr. Goff, would you want to comment on the workshop?

We just take our way on that, Mr. Chairman. Apparently that happened.

[The information follows:]

JULY 15, 1979.

To: Ben Drew
From: Lorenzo M. White
Subject: PSE Name Requests

This is to advise that it is the policy of this department not to honor name requests for applicants to participate in the public service employment (PSE) program.

The above policy is based on the fact that the Office of Employment Service has a file of thousands of unemployed persons seeking employment opportunities.

Such persons are referred based on:

1. Eligibility to participate in CETA by title.
2. Experience and qualifications as comparable to those shown on the job order supplemented by:

- a. Target group affiliation as spelled out in the regulations and/or grant.
- b. Chronological order from date of application.

We would appreciate you conveying this policy to potential and actual PSE project sponsors.

INTERDISCIPLINARY COOPERATIVE EDUCATION PROGRAM (ICEP)

The ICEP job order requested the referral of youths for positions as aides. They did not require individuals with specific skills. Rather they were generally seeking youngsters with an interest in the work area, in some cases with only a very basic knowledge of the work medium. Resultingly, the normal referral process would have identified youth with interests and abilities to perform the jobs.

There was an effort made to resolve this matter without the loss of the jobs. An agreement was reached with an assistant superintendent of the District of Columbia Public Schools. However, lower level program staff did not honor the commitment made by supervisors. The 500 slots were reassigned to various other participating programs.

REVIEWING AND RESOLVING PROBLEMS IN 1979 SUMMER JOBS PROGRAM

Senator LEAHY. I would hope that our investigators were both courteous and positive on looking into that case. But I find that it's very difficult to really understand how all that happened. These are the kinds of problems that I'm going to have to sit there and refer to, and defend or explain when this matter comes up before the Congress next year. I mean I'm in the position of being a supporter of a youth program. And yet I'm going to have to go back and tell my colleagues on the Senate Appropriations Committee, "Yes, indeed there were problems. And there were very serious problems, and these problems may continue."

Now, what we must have is some assurance that, one, you are going to have a consistent policy in the way the summer youth program is run; two, you are going to be able to account for the money when it goes out; three, that the youths are actually going to have a good work experience; and, fourth, that the problems that have occurred this year, some of which have been substantial, are not going to occur a second time around.

Mayor BARRY. Mr. Chairman, as I said earlier, a number of those problems, whether they were major or minor, will not continue in the 1980 program.

Because we have more time we will make sure they don't happen. You will have firsthand information, either from the Senate investigators going out and looking with our staff, or us going out and looking at the problems. You will get assurances based on information and knowledge that we'll share with you, that a number of these problems will not continue in 1980.

Senator LEAHY. I have one of the areas—

Mayor BARRY. That is based on data; not just my word. I think between now and next spring I suggest another hearing where the staff—the investigative staff, and your staff, can see what the program

plans are, such as whether or not we're on schedule and what we are doing to correct the problems identified in the 1979 summer jobs program.

For instance, I had my own doubts about the payroll last spring. I said to the staff that, "I think we ought to contract it out. Namely, find a service center that does this professionally."

But I was assured that we could do it in-house.

Maybe between now and next year, if we can't get it 100-percent correct, then maybe we'll do something else. These problems won't continue the way they are, even though I disagree with some of the conclusions. It is my desire and the staff's desire to correct these problems either major or minor. And you will be able to see the correction. For instance, the inconsistent policy about name requests, that will be corrected.

SUFFICIENT NUMBER OF MONITORS

Senator LEAHY. Wouldn't one of the things that might help be monitoring itself? Let me just go down some of the things we have found.

There was apparently 1 monitor for each 178 youths. These were spread out over 1,100 worksites, and there were 25,000 bus tokens purchased for the monitoring. With 125 monitors, this is about 5 tokens for each monitor for each day of the program. Now, the youths were working about 4 or 5 hours a day for most of the program. It sounds like the monitors spent far more time on the bus than at the worksites. The head of the monitoring unit has apparently conceded that with all the administrative duties, payroll problems, and counseling, monitors didn't have enough time to do their job properly.

How many monitors—and perhaps Mr. Gravely could answer this—how many monitors would it take to do the job properly?

Mr. GRAVELY. I would think at a ratio of not over 1 monitor for every 50 youngsters.

Senator LEAHY. So there would be about 3 or 3½ times as many monitors as we had before?

Mr. GRAVELY. Yes, sir, that is what I would recommend.

Senator LEAHY. To me that sounds like a good recommendation, frankly.

DISTRICT OF COLUMBIA SURVIVAL PROJECT

Look at what happened in one case where monitoring was sadly lacking. Mr. Mayor, your office intervened specifically in this instance. Apparently this was a site that had 100 youths assigned, yet there was only one monitoring report in the file. That report stated the youths were being exposed to profane language, receiving lectures stimulating racist beliefs and separatist ideas, as well as being trained for registering District of Columbia voters.

It seems as though this was one of the few worksites the Department of Labor decided to terminate from the program on July 13, 1979. Let me just read the termination letter:

The worksites at which enrollees are to be stationed have not been identified. We have been unable to contact site supervisors nor yourself to obtain necessary assurances that youths are being properly supervised, or to obtain time and attendance logs on program participants working on the project. We have received many telephone calls from youths who have been assigned to your project, as well as their parents who have concern regarding assignments at the worksites. Finally, there is concern for the safety of youth in the type of work to which enrollees would be assigned which requires their making personal visits to single-family dwellings.

But the site remained open throughout the summer. And I'd like an explanation in detail. This concerns the District of Columbia Survival Project.

I wonder if we could have for the record an explanation of that case. And I would like to know also who it was from your office intervened, and why.

MAYOR BARRY. Mr. Chairman, let me indicate that in that particular project, you're correct that from the beginning there were major difficulties with the program. And the project was closed. You read the letter of which I have a copy, mailed on July 13, 1979.

In early August, arrangements were made between Mr. Matthew Shannon, then the Acting Director of the Department of Labor, and representatives of the District of Columbia Survival Project, to contain the program at a reduced slot level of from 100 to 80 slots. The Department agreed to provide additional supervisors for the project and provide technical assistance to enhance its ability to comply with program guidelines.

The District of Columbia Survival Project felt that it could manage the program and remain as a sponsor with some of these changes. Unfortunately, though, even with that amount of increased supervision there were problems. The young people who had been brought on, weren't paid because the project had not complied with the guidelines.

I do recall that they were all upset; their parents were going to come down and see me. As I recall, my special assistant talked to them. I think this happened while I was out of the country.

MS. TAYLOR. I—

MAYOR BARRY. This is Ms. Taylor, Acting Deputy Director of the District of Columbia Department of Labor.

MS. TAYLOR. Mr. Chairman, good morning. I was directly involved with the situation concerning the District of Columbia survival project, and can speak to some of what happened there.

Our monitor first alerted us to the problems that were experienced when he attempted an on-site visitation. He could not find the project, and found only some youngsters strolling around in somewhat disarray.

This was brought to my attention. We made repeated efforts to reach the director. And at some point he finally came into my office trying to dispute these arguments that his program was not going well.

It was at such a level that Mr. Goff and I decided that perhaps a high-level monitoring was in order. So I made a personal visit to the site so that I could know whether our monitoring was correct, or whether the project director was correct.

He alleged that his program was at Howard University at Douglas Hall. I went to Douglas Hall. There was no one there. There was a note

on the board saying, "District of Columbia Survival Project, Howard School of Social Work."

I went there and found a number of youngsters sitting around outside the auditorium in the lower part of the building doing nothing. I remained on site for about an hour and a half. No adult showed up. This, to the best of my recollection was July 10.

Mr. Goff and I conferred, and the letter that the Mayor read from was issued which terminated the program.

Now, thereafter, about the end of July, we received a call, Mr. Goff and I, from the Corporation Counsel's Office about 2:30 one afternoon in late July, telling us to come to court. We are located directly across from the court building, and we did proceed as directed, to go to court.

We found that Mr. Straker, the director, had entered before the court a request for a temporary restraining order to restrain the District government from taking action to terminate his program, as indicated in the letter.

We went before a judge, whose name I do not recall, but we can provide it for the record, the date and the judge who heard the case, as to whether we should be restrained from terminating his program.

Mr. Straker had a nucleus of about 35 or 40 youngsters who were insisting that they wanted the opportunity to work there. The judge heard testimony from us as to our findings, and testimony from Straker, and the youngsters as to their desire to continue the program.

While the judge declined to restrain us from terminating the program, he did schedule the case for a full injunctive relief hearing at a later date. He ended up indicating that he would hope that we could get together and work it out. So it was pursuant to the court action that we asked the Mayor's Office, through Mrs. Rowe, to work with us in trying to resolve this, since it was going into a full-blown court case.

The resolution was that perhaps if Mr. Straker reformed his ways, did pull some nucleus of a program together, and if we reduced the number of youngsters that he was serving, and under close monitoring, that perhaps we could get through the summer.

We did appropriate for him some supervisory persons, some adults from the public service employment program who we sent in there to help him supervise his youngsters, and restructure the program. So we were trying to respond to what had escalated to a court case in mediating the differences there and coming up with something that both the District Government and Mr. Straker, who was the complainant, could live with.

Senator LEAHY. Thank you very much.

DEPARTMENT OF LABOR

OFFICE OF YOUTH PROGRAMS

STATEMENT OF ROBERT TAGGART, DIRECTOR, OFFICE OF YOUTH PROGRAMS

ACCOMPANIED BY ROBERT RANN

INTRODUCTION OF WITNESSES

Senator LEAHY. We have invited here, as well as the representatives of the District of Columbia government, Mr. Robert Taggart, the Director of the Office of Youth Programs, U.S. Department of Labor, and Mr. Robert Rann, of the same office.

I wonder if those gentlemen could join us up at the table here this morning.

Are Mr. Taggart and Mr. Rann here?

If you could identify yourselves?

Mr. TAGGART. I am Bob Taggart, the Administrator of the Office of Youth Programs, responsible for Federal-funded programs of the District summer youth employment program. And with me is Bob Rann, who is the head of the special monitoring efforts, at the Federal level which monitored summer youth employment programs and their operations in 11 cities.

ANALYSIS OF DISTRICT OF COLUMBIA SUMMER JOBS PROGRAM

Senator LEAHY. Thank you.

Our staff, our investigative staff, said on page 26 of their report, and I will quote:

A U.S. Department of Labor official said that Washington, D.C., was the worst of the 11 cities monitored during the 1979 summer youth employment program. He said he had been in the business a long time, and Washington, D.C., was the worst he has ever seen. He said he could not believe that Congress gave the District of Columbia appropriated money to do with as they pleased with no restrictions on the kids, or worksites, or anything.

Based on what we have learned so far, I would agree with that statement.

Mr. Rann, I believe you are the official referred to in that statement. Would you or Mr. Taggart like to spend a moment or two telling the committee why you feel the District's program is so bad? At the same time, we would be interested in any suggestions for improvements that you may have.

Mr. TAGGART. Last year when the study was conducted in 11 cities, we tried to review the major program aims that would affect program operations relevant to youths themselves. We looked at adequacy of worksite, adequacy of supervision, and the adequacy of time and attendance.

We developed guidelines for rating the quality of these features on the worksites that we reviewed.

These guidelines were consistent with those utilized by the General Accounting Office in its review of the program nationwide last summer. The special monitoring efforts in the 11 cities coincided with a nationwide review by both the Department of Labor and the Inspector General. Both of those reviews indicated that the program made enormous improvements nationwide over the previous year. In a number of the large cities, particularly Newark and New York, there was a real turnaround in performance. Previously they had many of the same problems encountered by the District of Columbia this year.

They were able to improve the program by a very conscious effort in year-round management. It is documented in the record.

We went to the 11 cities and we tried to review 100 worksites in each city, which was a fairly large sample of worksites. These worksites were evaluated utilizing a stringent rating criteria.

In the District of Columbia we found that 32 percent of the worksites reviewed had an adequate worksite activity. The rest of the sites visited were not consistent with the regulations, which may or may not be harmful to youth. Other findings include such things as not enough meaningful work, not enough equipment or materials, and unsafe working conditions.

We found that 7 percent of the worksites reviewed had inadequate supervision of a serious nature. We found that at 53 percent of the worksites reviewed there were time and attendance problems—time and attendance payroll problems may not affect the welfare of the youth involved, but are a serious management problem. So I think we should really focus on the 32-percent figure.

It is important to note that all of the cities reviewed had some serious problems in implementing the program. It should also be noted that the rate of inadequate worksites in the large cities is about 3 times that of the Nation as a whole. Washington, D.C. has a higher rate than any of the other 11 cities. That is, the 68 percent might be compared with the lowest rate of 11 percent in San Francisco.

RECREATIONAL SITES

Senator LEAHY. When you talk about the worksites, let me just interject one question and fit it into your testimony.

Do you think that recreation sites should be a part of summer youth employment efforts?

Mr. TAGGART. Very much so. Some of the most useful seasonal employment is in the recreational area. We found in our review that some of the best sites and worst sites were in recreation areas. Washington, D.C. has a problem, which is noted in our report, and which we discussed with the manpower staff of the District, which is that they had one worksite agreement which covered the entire recreation department. That will not occur in the next year.

The problem is to identify which of the recreational jobs would be productive, and which would not. I think there are procedures in place now which will identify worksites below the department level; this will allow the District of Columbia to improve the selection of sites.

I think that we should probably reduce the number of recreational worksites and screen them very carefully. That is what you have recommended, but in no way should you exclude recreation sites.

RECOMMENDATIONS OF U.S. DEPARTMENT OF LABOR

Senator LEAHY. If you were going to be designing the District of Columbia summer employment program, or if you were in a position that we are to be placed in, looking at the funding and talking about changes, what changes would you require?

Mr. TAGGART. I think that the District government and ourselves would agree with most of the recommendations that you have made in your report: the need for earlier planning, the monitoring of that plan from the Federal level, more technical assistance, and more staff on a year-round basis. We're going to work with the cities to give them extra technical assistance throughout the year.

We are going to request more detailed worksite agreements which get down below the subagent level. We are recommending that the monitoring and the monitoring instrument be standardized. In response to the question that you asked on the monitor/participant ratio, the response given in previous testimony was 1 monitor for every 50 enrollees. The 140 monitors that we counted in the District's program is higher than most other cities.

We expect subagents to do some of the monitoring. We found it was not a problem at the District government level, but rather that the subagents didn't fulfill their monitoring responsibilities.

We think there could be some better training of the monitoring staff, and standardization of the monitoring instruments.

Senator LEAHY. But wherever those monitors come from, whether they come from subagencies, or whatever, would you agree that 1 for 170 youths is nowhere near enough?

Mr. TAGGART. Again I think that 1 to 100 is adequate at the District level as long as agreements call for monitoring at the subagent level. This simply didn't occur last year. It is not a question of more money. I think that the ETA, Employment Training Administration, is now trying to work with the District government to look at their CETA programs across the board, not just the summer program, but the totality of the programs.

I would suggest that there were some very positive aspects of the summer program in the District last year, particularly in attempting parental involvement. They did a lot at the front end of the program, then got overwhelmed—I think the problem in the District which will take a little time to alter is the delivery at the subagent level.

I think that it is counterproductive to place blame with the Mayor, the Department of Labor, or top levels throughout the management structure. If the District of Columbia takes a little more time, and the subagents take a little more time, it will be easier to administer the program next year. The key is to simply reduce the marginal slots; they can be reduced by 10 or 20 percent. It is possible to turn a program around very dramatically as Newark and New York have done. If they make the commitment, and if you're satisfied with that commitment, we're going to try to help them.

I think we can have a more effective program.

VALUE OF SUMMER YOUTH PROGRAMS

Senator LEAHY. So what you're—let me back up a bit.

Would it be safe to say that you feel summer youth programs can be a good idea?

Mr. TAGGART. Very definitely. I think the idea of supplementation is a very good idea. The Federal program is a targeted program for the disadvantaged. As you know this creates a problem in every city which has high income or moderately high income, because of the number of persons right over the income cutoff who are not eligible for the program. The extra supplementation allows some flexibility to deal with these types of problems. On the other hand that is no excuse for the kinds of problems that were observed last year in the summer program.

We again must reassert that it was not a well-run summer program, and among the 11 cities it was the least effectively run.

But I think there are reasons. I think those reasons are addressed, and I think we will see improvement. It is also important to stress that even in a turnaround situation you're going to have problems next summer if you look for them in large cities. You are always going to find some problems. It must also be realized that to turn a program around in 1 year is a massive undertaking. Even though Newark increased adequate worksites by 40 percent, it still had a number of inadequate worksites, but did a commendable job, as I am sure the Mayor will do in the next year.

You can still expect some problems. It's a 2- to 3-year process.

Senator LEAHY. Isn't it also safe to say in defense of the city that every other city faced some problems? And also, to emphasize what you just said, virtually every place that will try summer youth programs next year, whether it be Washington, D.C., or anywhere else, will still have some problems just by the nature of it?

Mr. TAGGART. That's right. I think that we have made enormous progress nationwide in turning this program around in the last 2 years. It used to be an income maintenance program. No one looked at the program. No one cared where the youth worked. It's only in the last several years that the Department of Labor and Congress have looked at the productivity of the worksites, the meaningfulness of work. They have really paid a lot of attention to the program, which has required drastic turnaround of direction. It's easy for small areas of government to make the changes instantaneously. It is harder for cities to do it; it's like turning a large boat around. What we're hoping now is that this boat is now turned around. I am sure that is what you're hoping. Some of the prime sponsors in our sample, such as Newark and New York City, had a 1- or 2-year lead on turning their boats around because they were under scrutiny in previous years.

Senator LEAHY. Did they use other local funds, Newark and New York?

Mr. TAGGART. No.

Senator LEAHY. All Federal?
Mr. TAGGART. That's right.

IMPROVEMENTS ENVISIONED BY DISTRICT OF COLUMBIA DEPARTMENT OF LABOR

Senator LEAHY. Mr. Ford, your department has the overall responsibility. While these gentlemen are still here would you have any further comments to make? I mean I don't expect all the problems to be corrected in 1 year. In fact, I would assume, quite frankly, that if there are absolutely no problems in this program next year, you aren't extending it as far as you should, and you're probably not reaching out to all the youths that you should. Because if indeed we are going to have a program with some vision in it, then you are going to be going, among other things, to the youth that need it the most. And that's where you are going to run into the greater potential for problems.

So I think one would be totally naive to expect that we are going to have a program here, or anywhere else, that will be without any problems whatsoever. I can't imagine a community of any size at all that could set up and have absolutely no problems whatsoever.

But I think that we all agree that we have to cut down problems substantially, not only in a very proper sense as a fiscal responsibility, but also from a sense of social responsibility.

It doesn't help any youth to be told that he is part of the reason for this problem when you do give him or her a worthwhile job experience, one that is going to be at least to some degree a reference to reality therein.

If the problem is badly handled, and if that is their idea of work experience, let me—I'm not giving you a sermon, Mr. Ford. I apologize for that. But I am sure that everybody understands I'm not up here conducting these hearings with the idea that somehow this is a prelude to unjustifiable chopping off of summer youth programs funds, by any means.

I have commended the Mayor before, and I'll continue to commend him with the idea of wanting the program. I just want to make darn sure the thing works. I want to make sure where there are problems that they are eliminated.

So what is your prognosis for next year? These words will probably be repeated to you this time next year.

Mr. FORD. I would like to reemphasize what Mr. Taggart has said: That it is going to take a tremendous effort of planning to address those concerns that were brought forth in the investigative report. Also, some of the items that were not brought forward have to be addressed as well.

I think that we are capable of taking care of a lot of the management problems that we had last year. The people problems are something else.

We deal very closely with those subagents, as Mr. Taggart has said. We will involve the community, community-based organizations, industry, business, in regards to developing more jobs in the private sector. We will not rely as heavily upon the District of Columbia Government as we have in the past for worksites. We will not do the kind of things

next year as we did this year in regards to developing 3,600 worksites as one location. This is just impossible.

Our monitoring system and our planning that we have started as of October 1, we are addressing these concerns. The U.S. Department of Labor has provided us with their desire to assist us in effective planning. They have not only said this but they are bringing forth the kind of fiscal and technical assistance support that we will need in an effective planning effort. And with that kind of cooperation, I think that the Mayor will have a very successful program next year.

But I must caution you again when looking for problems, you will find problems, and there is not going to be any way that we are going to turn the program around 100 percent this next summer. We will still have problems. But hopefully, through our planning efforts and through the kind of concerns and attention that will be placed on that effort during this year, we will have a much better program than we had this past summer.

EXPECTATIONS OF COMMITTEE REGARDING IMPROVEMENTS

Senator LEAHY. Mr. Ford, I appreciate your candor. I have a commitment to my colleagues to monitor this closely and, of course, I will. Probably that comment would not be greeted uniformly with cheers. I expect I will probably be chairman of this subcommittee for some time to come, and I will follow it closely because of that. It has to work, it really does. You can't look at the level of youth unemployment in this city without realizing that such an effort has to be made. But it has to be made effectively for the good of the city and, most importantly, for the good of the young people in the city. For a number of reasons, some of it being the fault of the city, some of it being very much the fault of this Congress, a lot of these young people have been dealt a very bad deal to begin with, and continue to be dealt a bad deal. And as I say, I lay a very considerable part of the blame on Congress itself.

I look at some of the past policy. We have a generation coming along which started out with several marks against it. And we have a responsibility, a social responsibility and a moral responsibility to help erase that mark and help those young people. I commend everybody who wants to do it. I commend the Mayor for his foresight in wanting to do this, and I commend all of you in working in it.

PROBLEMS WITH 1979 SUMMER PROGRAM

I'm going to be perfectly honest: I am not impressed with what we have heard about the 1979 summer youth employment program. The committee was led to believe the only thing lacking for success was an appropriation of \$7.2 million. This is past history, the fight that we had to go through to get that. But we got the money. We got the money largely based on faith up here. And it was hoped that it would combat the high youth unemployment program. But some of the funding was not spent for the purposes justified; many of the jobs that were identified in June vanished by the time the program started. The program level was plagued by pure and simple mismanagement. And I think

that we have a lot of losers. We don't have an awful lot of winners. And it is something that's absolutely going to have to be improved.

We are going to have to be totally assured that this program is in line for next year, because if not, it is going to reflect on the program; it is going to make it impossible to get further funding for it here, in Congress. It is going to reflect on the credibility of the city administration, and the ability to run this program and other programs.

It is a highly visible program here, partly because we have made it so. But the District is going to be compared in this program to other cities, and the comparison at this table has not been a good one today, not by any means.

The taxpayers of the city, where local money is involved, and Federal taxpayers, whether from my State or any other State, ask how their tax dollars are being spent here, and they are concerned.

SOCIAL SIGNIFICANCE OF PROGRAM

But the people who are going to be hurt the most aren't going to be any of us here. Our jobs will continue whether this program fails or succeeds. It's not going to affect whether I am chairman of this subcommittee or not. It's not going to affect whether I get reelected or not. It is probably not going to affect anybody within the city government, or the jobs of anybody here.

But it is going to affect an awful lot of young people who are sitting in a situation today which must look pretty damn hopeless to them.

I've gone around throughout this city, perhaps not nearly as much as the Mayor, but I know one can walk off Capitol Hill and in 10 minutes be in the areas where young people in this city are sitting there just looking totally hopeless; where they have to know that they just don't face any kind of life that they watch on television, or they read in the papers, for everybody else.

Can you imagine how crushing that must be at 16, or 17, or 18 years old, to think that they have 50 or 60 years ahead of them of just dead-end streets? I don't want to blow this program out of proportion. I don't want to give—even suggest that the summer youth program is going to totally change that. But it is one step that can. And those of us who have whatever advantages we have of sufficient jobs, education, the fact that we have a paycheck at the end of each pay period, the responsibility is ours, all of us in this room, to make it a different view for those young people to make sure that there isn't a blank wall; make sure there isn't a deadend.

And I realize I'm preaching to the converted. I don't think there is anybody here who feels otherwise. But when we have a program along with the highest ideals, that is of providing opportunities for our youth, let's not put up one more blank wall for them, especially if that ideal is something not only that we feel, but something they are actually going to share in. For God's sake let's make this program work.

Mr. Mayor, I hope that you will ride herd on everybody and, Mr. Ford, you do the same. Everybody is involved with this. If you have incompetent people in there, get rid of them; fire them; just get them out of there. Don't visit their incompetency on the young people of this

city. Get them out of there. Get a program that's going to work. Go out of here and walk around the city. Walk 10 minutes from here. Walk 10 minutes from Capitol Hill. Look at the kids you're going to see hanging around there. Just ask what are we doing for them.

So, Mr. Mayor, if you have anything else to say, feel free, and then we'll adjourn.

CLOSING COMMENTS OF MAYOR BARRY

Mayor BARRY. Mr. Chairman, let me just say again that we appreciate this opportunity to have this. My only point about all of this, the number of points that suggested it is important to look at the good as well as the bad, and I was just trying to emphasize that there were a number of good things happening which have given young people highly directed goals and good feelings about it, recognizing the bad, too.

I guess the other thing, Mr. Chairman, is how do you know whether it is going to be better next summer or not?

One way that I know is that we have—I think people make things work—the kind of people, the caliber of people that we need. I guess it is no secret at this table that the people selected at the Department of Labor are there, not because he didn't want to be there, in fact, that he was dismissed. Someplace it is clear that we had an acting director last summer in the bureaucracy. As you very well know, it is not easy to do. So I'm convinced that all of us in this room work for the good of the program and share your feelings to express some of these problems which go beyond you or me. Some of them go beyond money; go to philosophy of what our commitment to our young people may be.

But I think Mr. Ford is reassured that I am going to be closely scrutinizing the program because my word and my commitment. My concern is there. Moreover, it is a highly visible program, everybody can look at it, see it.

We also know that Washington, D.C., unlike some other places, is under much more scrutiny about what we do right or wrong—mostly wrong. And that the national movement around employing young people may be affected by what we do, or don't do here, because it is here that you and other people see what happens or what does not happen. And you don't necessarily see what happens in these other cities.

So I feel an extra sense of responsibility to make this program work better, recognizing what Mr. Ford said that there will be some problems. We hope that those problems will be identified and addressed very quickly, and we learn from mistakes in the past. So I welcome any recommendations, suggestions, scrutiny on your part, or on the part of anybody else. Because I don't believe that we should reinvent the wheel.

If someone has a better idea as to how you get things done, let's do it.

Mr. Chairman, in response to your comment about competency—we probably have dismissed more since I have been Mayor than in the last 8 or 9 years. And I don't buy the notion that just because we have civil service, that guarantees competency. This administration and the Department of Labor—Mr. Ford has a clear mandate to fire, dismiss, do

anything else that is legal and proper against anyone who doesn't perform. That's the kind of mandate he has. Quite frankly, he knows that if he doesn't perform that I'm going to dismiss him. And he understood that when he came on.

We are fortunate to have such a man with a distinguished record in the public sector. He ran the large employment program in Michigan a long time ago. It wasn't easy to do. It is not easy now.

So I think we are going to see on a monthly basis, daily basis, vast improvements. We are going to hold people accountable, not only who work for the government, but with the subcontractors too.

Senator LEAHY. Mr. Mayor, I point to both you and Mr. Ford to keep us posted on both the good and the bad. You do have a great deal of support in this committee. But let's work together, because the people we're working for, especially in this particular situation, need our help more than just about anybody else we can think of in the city.

SUBCOMMITTEE RECESS

We'll stand in recess now, and I'll leave the record open for others who wish to make statements from the panel here, or to include anything else in the record regarding the program.

[Whereupon, at 10:25 a.m., Thursday, December 6, the subcommittee was recessed, to reconvene at the call of the Chair.]

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DISTRICT OF COLUMBIA 1979 SUMMER YOUTH EMPLOYMENT PROGRAM

THURSDAY, DECEMBER 13, 1979

U.S. SENATE,
SUBCOMMITTEE OF THE COMMITTEE ON APPROPRIATIONS,
Washington, D.C.

The subcommittee met at 8:12 a.m., in room 1114, Everett McKinley Dirksen Senate Office Building, Hon. Patrick J. Leahy (chairman) presiding.

Present: Senator Leahy.

DISTRICT OF COLUMBIA

METROPOLITAN POLICE DEPARTMENT

STATEMENT OF BURTELL M. JEFFERSON, CHIEF OF POLICE

ACCOMPANIED BY:
INSPECTOR FULWOOD
LIEUTENANT BACON

OPENING REMARKS OF SENATOR LEAHY

Senator LEAHY. The subcommittee will come to order.

I wish you all a good morning. I apologize for being a few minutes late. The Senate stayed in session until around 4 o'clock this morning and as a result I didn't get out of here until a little after 4 and it took me a little longer to go home and shower and shave and change my clothes and to get back here in time. I wasn't able to get back here until a quarter to 7 which threw the rest of my schedule off a little bit. I apologize for the delay.

We will conclude hearings on the District of Columbia 1979 summer youth employment program by receiving testimony from various program sponsors and participants. At our earlier hearing we discussed the operation of the program with the Mayor and other city officials. Now we will hear from those who actually took part in the program, and hopefully be able to develop improvements as a result.

Our witnesses include representatives of three District of Columbia government agencies and several private organizations. So that everyone is clear about how we will proceed this morning, I would note that any written statements will be printed in full in the record, so we will ask that they not be read, because I want to go directly to questions.

We have to conclude this hearing no later than 9:30 this morning, due to other commitments I must honor.

SUMMER PROGRAM AT POLICE DEPARTMENT

I would like to call the Metropolitan Police Department first. Chief Jefferson, would you please come forward? I might say, Chief, that I am delighted as always to have you here and that our own review of the summer youth program found that the Metropolitan Police Department was about the most successful local government agency that worked with the program.

I want you to know that the committee certainly applauds you for that, Chief, and we are delighted to see it. I think your Department's cooperation and your obvious efforts to help make this program work is a credit not only to your Department—which on occasion I have described as one of the finest in the country—I think it is a credit not only to your Department but I think that you also provided the experience to a number of young people that has to be of great value to the community.

As I understand it, you had 55 summer job slots, all funded through CETA. Could you generally describe for us, Chief, what kind of work the young people who were associated with your Department, what kind of work they did.

Chief JEFFERSON. Mr. Chairman, thank you. We tried to find some meaningful employment for the summer youth that would get them some experiences that would hopefully benefit them later on in life, too. We looked at the various units in the Department and we found we were able to employ these youngsters in the Police Data Processing Division and in the Communications Division, Fleet Management Division, Planning Division, and in our Personnel Division and Patrol Divisions. I might add, Mr. Chairman, that we strongly support the summer youth program as it gives the police in the agency a chance to interact with the youths to establish personal relations that hopefully will be beneficial to them in later years.

We are quite sure that it adds to their knowledge of just what the job and the role of the Police Department is. It gives them an opportunity to be able to learn to appreciate the values of a person's property and what have you.

So we strongly support the summer youth program.

Senator LEAHY. Were these people all down at your headquarters, or were they located at various places around the city?

Chief JEFFERSON. They were spread out in our entire Department, Mr. Chairman.

Senator LEAHY. OK.

NUMBER OF YOUTH IN PROGRAM

Chief JEFFERSON. I would like to add, Mr. Chairman, that we had a total of 420 youths.

Senator LEAHY. That's 420?

Chief JEFFERSON. Yes, 420 were employed in our program.

Senator LEAHY. I understand that they were in the data processing, communications, fleet management, planning, and personnel, according to your statement that you have here.

Chief JEFFERSON. In our Financial Management Division, also, and in our seven police districts and in our Patrol Divisions.

SUCCESS OF POLICE DEPARTMENT'S PROGRAM

Senator LEAHY. Your program appears to have been quite successful. Do you plan to expand participation in this next summer, or do you plan to keep the same program generally? What planning is going on in the Department for next summer?

Chief JEFFERSON. We had looked at the number of slots that we could possibly fill based on what we determined would be some meaningful employment for the youth and if there is any way that we can expand we would hope to expand it if at all possible next year.

Senator LEAHY. Chief, let me ask you this and please be very, very candid because your Department has been quite successful with this and as you know there is an uneven track record in this summer youth program.

I have stated over and over again that I am a strong supporter of this summer youth program for the District of Columbia. I think we need it. I think that it's an absolute shame, the high percentage of youth unemployment that we have in the city and I commend the Mayor in his efforts to have the summer youth program and the people in the private sector as well as the public sector who have worked to make this possible.

When we have held these hearings it has not been for the purpose of just showing where things didn't work right. Obviously we want to find areas where things did not work right so that we can eliminate those but with the idea that it just makes the summer youth program for next summer and the summers ahead work that much better.

I think we are committed to it. I would like to have your comments. You do have by far one of the better programs. Did you run across problems with, for example, payroll, or placement of the young people? What were the problems that you might have run across and how did your Department go about handling them?

Chief JEFFERSON. I think we were able to eliminate any problem areas because we stressed two important areas. One was orientation of the youths before they started on the job and we insured proper supervision at all times. In the orientation we stressed what jobs were to be performed, we stressed being on time, their dress was stressed, and these were the things we thought most important to the youths before they actually got into the work situation.

Then we showed them with proper supervision how to carry out these jobs.

Insofar as pay is concerned, we had no problems because with our time and attendance people, this was just another added duty to their normal duties in keeping the time and attendance of all our police personnel so we didn't have any problems there.

Senator LEAHY. So they just fit them into your regular management program that you have anyway, and it would be the same as if you had had a new recruit coming in or something? You would be following them on time and payroll and you just fit these young people into the

same type of programing that you would somebody else? Is that correct?

Chief JEFFERSON. We knew that they were hopefully going to be able to employ an appreciable number of these youths and we had made a survey previously to the actual startup date to find the area where they would be best utilized and once we did that we had no problem in screening the youth and putting those in the spots we thought would best utilize their talents, where they could be best used for any skills they might have or job interests they might have in some particular area.

Senator LEAHY. Chief Jefferson, I have no further questions. If either you or your associates wish to add anything else, please feel free to do so.

INTRODUCTION OF AGENCY WITNESSES

Chief JEFFERSON. Let me apologize for not introducing these gentlemen. I am sure you have seen Inspector Fulwood, and also with me is our Director of Financial Management and Acting Personnel Director, Lieutenant Bacon.

Senator LEAHY. This is the first time I have met Lieutenant Bacon, welcome.

Lieutenant BACON. Thank you, sir.

Senator LEAHY. Inspector, we are always glad to have you back here and we hope to see you here often, too.

Inspector FULWOOD. The only thing, Senator, that I would add to this is that the summer youth program is a valuable program and I don't think we can overemphasize the importance of the summer youth employment, especially in terms of keeping youth off the streets and getting them involved in activities that at some future date they may put to use, and they may want to be employed by the District of Columbia government. We have identified some young people with especially good skills in some areas and we hope at a future date they would become employees of the District of Columbia government.

Senator LEAHY. Thank you.

CLOSING REMARKS OF POLICE CHIEF

Chief JEFFERSON. Mr. Chairman, I might add one more parting remark, that when we looked at juvenile crime for the summer months of June, July, and August, we found that those 3 months are the months when we have the highest juvenile crime rate and we feel that this program is also important because if we can identify more jobs and find something for these kids to do in the way of meaningful employment for them, although we have had a decrease in juvenile crime, it will go down even further. So we would hope that in looking at next year's program that we do get sufficient funding so that we can continue what we feel is a very important program.

Senator LEAHY. I am glad to hear you emphasize that, Chief, when you talk about the idea of meaningful jobs because I think you would agree with me that we would make a bad mistake if we were just providing jobs simply to give them the name of a job and not have a

meaningful experience for the young people. For example, in your Department, if you didn't have a meaningful experience for them, I think that they would leave with a pretty negative attitude toward the District of Columbia Police Department, and I really can't emphasize enough how pleased I am to hear of the successes of the Department's record in this area.

Thank you very much.

Chief JEFFERSON. Thank you very much, Mr. Chairman. I would like to have my statement entered in the record.

Senator LEAHY. Thank you for being with us here today.

[The statement follows:]

STATEMENT OF CHIEF BURTELL JEFFERSON

Mr. Chairman, members of the committee, it gives me great pleasure to appear before you today to discuss my views on the summer youth employment program. To begin with, let me say that the Metropolitan Police Department strongly supports the summer youth employment program. The need for young people to comprehend the demands and responsibilities of structured work have never been more vital or necessary. In this respect the department recognizes its obligation in counseling youth to become more concerned with the welfare of life and property.

Historically, the summer months have reflected a period when juvenile crime tends to spiral, and many more youngsters are on the streets in search of things to do. Crime index offense totals for the last 2 years (June, July, and August) are approximately 22 percent greater than totals for the other three seasonal periods. The department tends to feel that this percentage would be much greater if it were not for the job opportunities provided by the summer youth employment program. It is also appropriate to note that street crimes—burglary and larceny—represent the highest offenses committed by juveniles throughout the entire year.

Many of our residents view the summer employment program as simply a program to keep youth off the streets. However, the summer is an important period when young people should take advantage of an opportunity to gain skills, knowledge, and training that will be of benefit to them for the rest of their lives. This past summer—1979—the department provided job experiences and training for 420 youths. These young employees worked with police personnel in data processing, communications, fleet management, planning, personnel, and many other challenging fields.

From a police perspective, the program has been extremely beneficial in fostering good community relations, that is, youth/police relations, character building, leadership, and citizenship. Youth who have worked in the summer program have assisted police in preventing and solving neighborhood crimes, have aided police in bicycle registration and safety programs, and have shown some interest in becoming police officers themselves. The summer employment program provides an additional feature for the department in that it affords the individual officer opportunities to interact with youth in a nonarrest, nonpunitive environment.

In reviewing the department's involvement with the summer youth program this year, it is my intention to suggest to the Mayor that the real emphasis of the program be placed on training and job readiness. We believe that youth should undergo orientation that includes developing skills in forming good work habits, communication, office decorum, grooming, how to positively present oneself in a work situation, and handling financial responsibilities. Furthermore, the department feels that the real world of work should be simulated as realistically as possible, to include distribution of a job description for each summer hiree that details the individual duties and responsibilities expected to be performed during the duration of the summer employment program.

We realize that there has been negative publicity surrounding this year's summer program; however, it is our firm belief that the positive points and impact far outweigh the negative aspect. We recommend that the program be funded at last year's level and hopefully increased to allow for year around employment opportunities for the youth of the city.

DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

STATEMENT OF JAMES CLAY, DEPUTY DIRECTOR

ACCOMPANIED BY SIDNEY GLEE, ACTING ADMINISTRATOR, PROPERTY MANAGEMENT ADMINISTRATION AND ACTING DIRECTOR OF THE SUMMER YOUTH PROGRAM

INTRODUCTION OF ASSOCIATES

Senator LEAHY. If we could now turn to the Department of Housing and Community Development. I understand we have the Deputy Director, Mr. Clay, with us today. If you would come forward please, Mr. Clay.

Mr. CLAY. Thank you, Mr. Chairman.

Senator LEAHY. And would you also introduce the gentleman accompanying you today?

Mr. CLAY. Yes, accompanying me is Sidney Glee, Acting Administrator, Property Management Administration. He was Director of the summer youth program this past summer.

Senator LEAHY. How is your name spelled, for the record?

Mr. GLEE. G-l-e-e.

Senator LEAHY. Appropriate for the season, isn't it?

Mr. GLEE. Yes, very much so.

Senator LEAHY. We are glad to have you with us, Mr. Glee.

NUMBER OF YOUTH IN SUMMER PROGRAM

Mr. Clay, your department had a total of 3,600 slots in the summer jobs program. That works out to about three summer youth employees for each regular full-time employee in your department. Might that be considered a bit ambitious?

Mr. CLAY. I think it can only be considered ambitious in the context of the past summer, and the short period of time that we had to take on that number of people. I think given the number of youth that we had, we had good supervision. It was ambitious but I think we were able to do it rather well.

Senator LEAHY. Were you able to go about identifying 3,600 slots? Could you come up with meaningful jobs for 3,600 youth?

Mr. CLAY. We came up with what we considered meaningful jobs. Out of the 3,600 slots allotted I think that at the height of the program, we were able to fill 3,500. But we considered the jobs that we filled to have been meaningful work experience in the overwhelming majority of the cases, yes.

TYPES OF JOBS HELD BY YOUTH

Senator LEAHY. Give me some examples of the types of jobs, types of work experiences that were typical among the 3,500 or 3,600 job slots.

Mr. CLAY. The majority of the youth were assigned to properties that are part of our public housing developments. The kind of job functions they performed ranged from minor maintenance and repairs, to, well, most of the youth were involved in cleanup programs in terms of lawn maintenance and other kinds of programs.

In addition to their workday, the physical aspect of what they were doing, we also instituted a program to expose them to other kinds of work-related activities in terms of just being exposed to work. We instituted a program that allowed them to rather than having to work a full 8 hours, engage in activities relating to biking, activities relating to soccer, activities relating to reading programs that they were interested in, experiences in learning how to do videotaping, experiences in being a part of various activities.

COMBINING WORK EXPERIENCE WITH ACTIVITIES

What we were trying to do is combine a work experience and some activity, horticultural, or maintenance-related, with some exposure to other kinds of duties.

Senator LEAHY. Take for example the biking and the soccer, and granted both are good activities. How does that relate to a work experience?

Mr. CLAY. It relates to work experience because I think one of the problems that we have perceived in the past is that if you assign them to a property, especially when all they do all day is rake leaves and cut grass, and there is no break from that routine, our experience was that they soon became bored with that and some attitudes developed because there was no break.

One of the things we wanted to try to see was if the youths would be more productive if they were not continually required to just rake leaves or to cut grass or to collect trash, but to take a break and to be exposed to some other activities.

It was our experience that they seemed to have adjusted better and we seem to have gotten more production by letting them break from the work.

Senator LEAHY. Tell me exactly how that would work. I am not sure I fully understand. How many hours would a young person be working on cleanup, how long on raking leaves, how long cutting grass and so on? What would be the normal working day? How many hours are we talking about now?

Mr. CLAY. We had specific schedules for that and I will ask Mr. Glee to run through a particular schedule for one of the jobs.

Senator LEAHY. Go ahead, Mr. Glee.

Mr. GLEE. Actually it depends on the age of the young person. If he is 14 or 15, the older young people, they would—using the example of the biking; they would go to the vacant units or the different units that we had for the residents and they would spend the majority of their time in the work there. Once they leave that they would go on the same property and find some of the 8-, 9-, 10-year-olds to teach bicycling safety. The University of the District of Columbia extension service, assisted us in trying to teach bike safety, the discipline of riding

the bicycle safely and hopefully that discipline would be transferred to their regular life.

Senator LEAHY. I still don't think I fully understand. Take the 16-year-old youth, for example. How many hours a day would the 16-year-old work for Housing and Community Development? How many hours a day would they normally work? What was the normal work day, 5 hours, 6 hours?

Mr. GLEE. The 16-year-olds worked about 6 hours a day.

Senator LEAHY. Now, if he is involved in a program that included both cleanup and, say, soccer, that 6 hours a day—how many would be spent on cleanup activity and how much on playing soccer?

Mr. GLEE. In playing soccer, about 1 hour and 45 minutes and that would not be a daily thing. They could also be involved in the horticulture program.

Senator LEAHY. Excuse me?

Mr. GLEE. That's the horticulture program provided through the University of the District of Columbia extension service. They were able to come in and lecture. We had a site designated and the youth were lectured on horticulture, showing them tools, how to use them and repair them, and actually getting into pruning the shrubbery on the property, testing the soil and those kinds of things.

Senator LEAHY. And did you feel that these were really valid work experiences for these young people?

Mr. GLEE. Yes, very much so. Hopefully we helped direct career objectives.

Senator LEAHY. I can remember summer jobs at age 16 either of digging ditches or lugging trash or something like that and doing it 8 hours a day, and I must admit I found it somewhat boring but perhaps time changes. I think I probably thought it was more valid of what the real work world was like than had I had a chance to break for soccer, bicycling, and horticultural experiences, or anything else.

I realize it's your program to run, and I don't want to suggest that I have a better idea at all on how to run it but I just wonder if those are totally valid work experiences?

VALID WORK EXPERIENCES

Mr. CLAY. Well, Mr. Chairman, when you say "totally valid" work experiences, if we look at it in a context of work related experiences that relate to trying to deal more specifically with not just the youth in terms of "here's a job; you report at 8 o'clock and you leave at 3 o'clock, 5 days a week," we are trying to provide some meaningful exposure to that youth while we have some contact with him.

Most of the youth that we deal with are youth who are residents of our public housing projects and in the normal course of their activities would not be exposed to the kind of activities that we had planned and we are able to get support from the community for that. For example, in terms of soccer, we were able to get the Washington Dips to work, come out to give tickets to people who lived on our properties. That kind of experience, I think, was a broadening experience in terms of that person's development and maturity.

I think work has to be viewed more than just the physical exertion in terms of the accomplishment of the task. There has to be some other kinds of human aspects related to that.

BREAKDOWN OF TOTAL NUMBER OF JOB SLOTS

Senator LEAHY. If I am not mistaken, your department funded about 1,600 slots with CETA money and the remaining 2,000 with supplemental appropriations. Is that correct?

Mr. CLAY. I can't speak specifically to that. I think it was a two-thirds/one-third split. I can get that information for you if you wish to be specific on that.

Senator LEAHY. Yes, I would like to be as specific as possible on that. [The information follows:]

NUMBER OF SUMMER JOB SLOTS

The Department of Housing and Community Development was allocated 3,600 slots of which 2,027 were appropriated slots and 1,573 were CETA slots.

Senator LEAHY. In your recollection, you say two-thirds/one-third; and you mean two-thirds supplemental appropriations and one-third CETA?

Mr. CLAY. I think we have figures of 2,000 and 1,500.

Senator LEAHY. Now, were all these slots identified before the program began or was it an ongoing effort?

Mr. CLAY. You mean 3,600 slots in terms of assignment of a number?

Senator LEAHY. Yes.

Mr. CLAY. We knew at the beginning of the program that we would have between 3,200 and 3,600 slots, yes.

Senator LEAHY. So they were identified before the program began?

Mr. CLAY. Yes. We were asked to make a request for what we could use and I think we requested something like 3,500 to 4,000. Eventually we were assigned 3,600.

Senator LEAHY. Were you ever directed or was it ever suggested that your department take on more slots than it originally contemplated?

Mr. CLAY. I don't recall that discussion, no, sir.

Senator LEAHY. Could you doublecheck that?

Mr. CLAY. Sure.

[The information follows:]

The Department of Housing and Community Development was never directed to take more slots.

IDENTIFICATION OF JOB SLOTS BY DHCD

Senator LEAHY. Let me give you a little background before I go to the next question.

On June 21 the city provided our committee with a listing of the jobs to be provided with that supplemental appropriation. That listing totaled only 6,625 jobs, not 8,600 jobs that the Mayor said were already identified in his letter of June 7.

There is a notation on the bottom of the memo—and it has been obliterated somewhat but if one looks very carefully at it, it says that the remaining 1,975 jobs were to be identified in the private sector.

Now those are the June 21 numbers. On June 25 the city provided the staff with another listing, this one totaling 8,600 jobs or 1,975 more. One entry stood out among the others simply because of its size, and that entry is 1,471 jobs in the District of Columbia Department of Housing and Community Development.

I will just note that we will provide the memos and the Mayor's letter of June 7 for inclusion in the record at this point.

[The information follows:]

LETTER FROM MAYOR MARION BARRY

June 7, 1979

Honorable Patrick J. Leahy
Chairman
Subcommittee on Appropriations
for the District of Columbia
United States Senate
Washington, D.C. 20510

Dear Senator Leahy:

The supplemental request for consideration by the Subcommittee on Appropriations for the District of Columbia represents a vital component of a major effort by my administration to employ 30,000 youth between the ages of 14 - 21 in meaningful jobs during the summer of 1979 which will provide positive work experience for their future career enrichment. In addition to providing the meaningful work experience for youth, we hope through this effort to reduce the unemployment rate among youth, introduce youth to the world of work and to provide permanent placement for high school graduating seniors, college students and out of school youth.

This year, more than ever in the past, we have successfully identified job openings in endeavors which will provide meaningful work experience for future career reference. For example, through the D.C. Department of Housing and Community Development youth will learn painting, plastering, carpentry and other building trade skills while at the same time helping to improve the housing developments in which they live. In the academics, youth who plan to pursue careers in the science, will be employed at D.C. General Hospital, the National Institutes of Health, and area hospitals and universities in jobs ranging from laboratory assistants to research aids.

The D.C. Department of Recreation will train youth in life preservation and physical skill development. Under a grant from the Department of Interior, youth employed in the Young Adult Conservation Corp will work in area parks including those in the inner city to learn forestry skills. These positive work experiences will be entered permanently into the personnel records of these youth and might well lead to future employment when they are ready to enter the year round job market.

There are still other benefits foreseen from this program from the youth perspective. Many of them, an estimated 7,000, will be graduating seniors seeking permanent employment, will have an opportunity to be placed in a job which will introduce them to potential employers. In the past many employers have hired on a full-time basis youth referred to them through the summer jobs program, to whom they would not have been introduced through normal recruiting efforts. We are particularly optimistic this year because we have devoted hours of work to matching of skills with employers needs.

The introduction to the world of work aspect for primarily 14 - 19 year olds will include weekly one hour seminars to improve work attitudes, reinforce good work habits, encourage good interpersonal relationships and to carefully monitor the work experience in mutually benefitting the employers and the youth. To the extent that these seminars succeed, we believe that the unemployment statistics should improve over the next few years. Additionally, these

seminars will allow us to evaluate this year's program in order to improve next summer's program. We believe that the evaluation process should begin early in order that the planning for the 1980 program can begin no later than August, 1979.

The goal of 30,000 is important because we agree with President Carter, the Congress and with elected officials across the country that unemployment among our youth is too high. During the summer the unemployment rate among those youth seeking employment in the District of Columbia soars to beyond fifty percent. Taking a universe of 60,000 which will be seeking employment, nearly 50,000 are expected to register for city sponsored jobs.

By placing 30,000 youth in meaningful jobs, the unemployment rate should be reduced to below twenty percent as other sources will normally hire between 10,000 - 15,000 youth this summer.

The city funded portion through this supplemental request is vital to the overall success of the program. It will enable us to provide employment opportunities for 8,564 youth without regard to their family income. Following the suggestion of Congressman Wilson of the House of Representatives Subcommittee on District Appropriations, even more job opportunities within that 8,564 will be employed by paying the 14 and 15 year olds \$2.65 per hour. As you know, the use of federal grant funds under the Comprehensive Employment and Training Act (CETA) are restricted to those youth from low income families. There are thousands of intelligent, highly motivated youth from non-low income families for which we hope to provide employment opportunities. Primarily, from the funds through the supplemental request which you are now considering.

We plan to place the 30,000 youth in the following sectors of the labor market:

	<u>Positions*</u>
District Government Agencies (unsubsidized)	1,400
Federal Government (unsubsidized)	1,400
Private Sector (unsubsidized)	2,000
Comprehensive Employment and Training Act (CETA)	14,000
Appropriated Funds (supplemental budget)	8,600
Other Sources (D.C. Agencies having funds to hire summer employees)	<u>2,600</u>
Total	30,000

*Rounded

To date, we have placed youth as follows:

	<u>Positions</u>
District Government Agencies (unsubsidized)	816
Federal Government (unsubsidized)	379
Private Sector (unsubsidized)	830
Comprehensive Employment and Training Act	12,327
Appropriated Funds (supplemental budget) All 8,600 have been identified pending approval	
Other Sources (D.C. Agencies having funds to hire summer employees)	<u>1,805</u>
Total	16,067

As you can clearly see, the full supplemental request would balance the placement and bring us very near our goal. The federal agencies and the D.C. Government agencies which rely upon funding contingencies are traditionally the last to except placements. However, experience indicates that they will fulfill their goals in full. The private sector has been most helpful this year in identifying 3,020 job openings. Of the 3,020, we project that better than 2,000 jobs for youth. The National Alliance of Business and the Metropolitan Washington Board of Trade are to be commended for this year they have identified more job openings than ever before through a unique partnership between business volunteers and government employees. They have met their end of the bargain and we are continuing to meet ours, until 2,000 or more youth have been placed in jobs in the private sector.

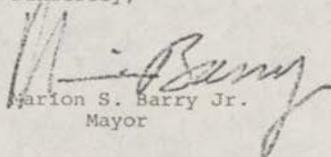
I have raised great expectations among our youth that most will receive jobs this summer, as indeed I must. Our young people deserve hope and vision and jobs. I believe that it is my responsibility as Mayor to ensure that our youth see a future in the labor market in this city.

The importance of City funding for this summer cannot be over estimated. If there are any shortfalls in actual placements among the other targeted areas, and the city fails to deliver on its own commitments, the result will be thousands of young people on the streets who are unable to fulfill expectations that have been raised during the long decision period for this program.

We are, confident that if the supplemental request is signed by the President during the week June 25, 1979, we can have 30,000 youth working by July 2, 1979. Of course, early approval by the Appropriations Subcommittee would be absolutely imperative to meet this time constraint.

I am grateful for continued support in this and other programs which are so important to the District of Columbia.

Sincerely,



Marion S. Barry Jr.
Mayor

Gladys W. Mack
 Assistant City Administrator
 for Budget and Resource Development

JUN 21 1979

Matthew F. Shannon
 Acting Director, DC-DOL

Appropriated Summer Youth Employment Program
 Job Slots

Per your request enclosed find a listing of
 agencies denoting slot amounts and position
 titles scheduled to be funded out of appropriated
 funds.

<u>AGENCY</u>	<u>NUMBER OF SLOTS</u>	<u>POSITION</u>
1. National Federation of Business and Professional Women's Clubs	1	Office Aide
2. Interdisciplinary Cooperative Education Program (ICEP)	500	Carpentry/Auto mechanic/Clerical/ Electrician Aides
3. U.S. Tax Court	2	Clerical Aide
4. Community Service Agency	9	Office Aide
5. U.S. Army Communications Command Radiological Instrumentation Test Facility	1	Office Aide
6. Big Brothers National Capital Area	2	Office Aide
7. Southeast Neighborhood House	94	Clerical/Teacher/ Recreation/Custodial Aides
8. Institute for Local Self-Reliance	2	Clerical/Horticulturist Aide
9. Howard University-College of Medicine	2	Office Aide
10. Howard University Bookstore	10	Stock Room/Office/ Customer Service Aide
11. Howard University Department of Geology Geography	4	Library/Currator/ Office Aide
12. Howard University Printing and Reproduction	2	Bindery Operator Aide
13. Howard University Physics Department	9	Office/Stock Room/ Professor/Technician Aide
14. Howard University Physical Plant	31	Custodial/Grounds- keeper/Clerical/ Stock Room Aide

15.	National Center for a Barrier Free Environment	1	Secretarial Aide
16.	American Coalition of Citizens	1	Clerical Aide
17.	Howard University School of Engineering	1	Office Aide
18.	CA-FAM III - Incorporated	3	Visual Arts/Dramatic Arts/Administrative Aide
19.	East of the River Neighborhood Reinvestment Association, Inc.	8	Office/Outreach Aide
20.	Federation of Organization for Professional Women	2	Clerical/Bookkeeping Aide
21.	Howard University Pension and Benefit Administration	2	Office Aide
22.	Southeast Neighborhood House	50	Community/Office Aide
23.	D.C. Youth Orchestra	200	Clerical/Musician Aide
24.	The Green Door	10	Cashier/Kitchen/Gardener/Homesaker/Clerical/Maintenance Aides
25.	The Humane Society of the United States	3	Office/Stock Room Aide
26.	Office of the City Administrator	45	Office/Computer/Clerical Aides
27.	Food Research and Action Center	1	Clerical Aide
28.	International Visitors Information	3	Bilingual Aide
29.	U.S. General Accounting Office	16	Clerical Aide
30.	Ward One, Inc.	65	Community Outreach Office Aide
31.	Workshops for Careers in the Arts	80	Carpentry/Seamstress/Actor/Musician/Set and Play Crew Aide
32.	Cancer Coordinating Council for Metro Washington	3	Office Aide
33.	Council of Churches	400	Clerical/Cultural/Recreational/Industrial Maintenance Aide
34.	Duke Ellington School of Performing Arts	20	Office/Visual Arts/Custodian/Musician/Stock Room Aide
35.	Institute for Policy Studies	7	Office/Maintenance Aide
36.	National Credit Union Administration	5	Legal/Clerical/Statistical Aide
37.	Strongforce Youth Project	22	Office/Theatrical/Child Care Aide
38.	Black Affairs Center	2	Clerical/Research Aide
39.	Christian Communities Committed to Change	6	Outreach Service Aide

40. Center for Urban Environmental Studies	2	Clerical Aide
41. Howard University African Studies and Research Program	2	Research/Office Aide
42. Lettumply, Inc.	25	Public Relations/Stage Technician/Office Aide Vocalist/Instrumentalist
43. National Endowment of Humanities	8	Clerical Aide
44. Transaction Incorporation	10	Research/Cultural Arts/ Academic Tutor Aide
45. Visitors Services Center	1	Casework Aide
46. Washington Council on Alcoholism and Drug Abuse, Inc.	3	Office Aide
47. Howard Theatre Foundation, Inc.	25	Musician/Dancer/Singer/ Actor/Technician/Graphic Office Aide
48. The Urban Institute	1	Mail Room Aide
49. Migrant Legal Action Program, Inc.	4	Office Aide
50. Anacostia Energy Alliance	2	Community Aide
51. Pension Rights Center	2	Office Aide
52. National Committee Against Discrimination in Housing	1	Clerical Aide
53. National Citizens Committee for Broadcasting	2	Office Aide
54. Boys' Club Eastern Branch	45	Counselor Aide
55. American River Conservation Council	1	Conservation Aide
56. Campaign for Housing	1	Office Aide
57. Antioch Day Nursery	6	Teacher Aide
58. Center for Community Change	1	Office Aide
59. Joint Center for Political Studies	3	Office Aide
60. National Student Educational Fund	2	Office Aide
61. National Council of Crime and Delinquency	2	Clerical Aide
62. Coalition for a New Foreign and Military Policy	1	Clerical Aide
63. Council of Hemispheric Affairs	5	Clerical Aide
64. Deborah's Place, Inc.	6	Clerical/Salesperson Aide
65. The Chinese Community Church	10	Office Aide
66. State of South Carolina, Washington Office	1	Office Aide
67. Clear Water Action Project	2	Office Aide
68. National Association of Counties	1	Clerical Aide
69. Office of the Dean of the Chapel - Howard University	2	Office Aide
70. Transportation Assistance, Inc.	3	Clerical Aide

71. American Psychological Association	3	Mail/Print Shop/Data/ Codes Aide
72. D. C. Department of Human Resources	222	Community Organization Aid
73. Howard University Hospital	39	Clerical/Health/General Bookkeeping Aide
74. Women Equality Action League Education and Legal Defense Fund	1	Clerical Aide
75. D.C. City-Wide Welfare Rights Organization, Inc. - Child Development Centers 1 & 2	10	Office Aide
76. National Congress for Community Economic Development	1	Office Aide
77. National Prison Projects - American Civil Liberties Union	1	Office Aide
78. Pa. Youth Advocate Program, D.C. Unit	1	Office Aide
79. Advisory Neighborhood Commissions - Office of Community Services Coordination	66	Clerical/Recreational Aide
80. Wider Opportunities for Women	2	Library/Clerical Aide
81. American Federation of Community Credit Unions	6	Clerical Aide
82. The Theatre School	3	Technical Theatre Aide
83. National Moratorium on Prison Construction	1	Clerical Aide
84. Corporation for Public Broadcasting	1	Clerical Aide
85. National Association for the Education of Young Children	1	Office Aide
86. National Science Foundation	14	Clerical Aide
87. National Public Law Training Center	1	Office Aide
88. Change, Inc.	20	Office/Counselor Aide
89. National Association for Women, Deans, Administrators and Counselors	1	Office Aide
90. Coalition for Children and Youth	2	Clerical Aide
91. American Association of Motor Vehicle Administrators	1	Office Aide
92. National Women's Health Network	1	Office Aide
93. Washington Association for Television and Children	2	Office Aide
94. National Committee Against Discrimination in Housing	1	Office Aide
95. Center for Law and Social Policy	2	Bookkeeper/ Maintenance Aide
96. Institute for Urban Affairs Research	8	Office/Community Organizer Aide
97. Student National Medical Association	3	Office Aide
98. Omega Psi Phi Fraternity	3	Office Aide

99.	International Union, U.A.W.	2	Office Aide
100.	Christian Communities Committed to Change	6	Outreach Service Aide
101.	Howard University Law School	4	Legal Aide
102.	Advisory Neighborhood Commission (ANC) 6B	3	Office Aide
103.	Advisory Neighborhood Commission (ANC) 7B	9	Office Aide
104.	Advisory Neighborhood Commission (ANC) 7D	4	Office Aide
105.	Advisory Neighborhood Commission (ANC) 8B	2	Office Aide
106.	Model Secondary Deaf	3	Program Aide
107.	Channel Square Apartments	6	Community Aide
108.	The Dance Project, Inc.	2	Arts/Dramatic Aide
109.	Deaf Pride, Inc.	1	Office Aide
110.	D.C. Survival Project	150	Community Aide
111.	Federally Employed Women, Inc.	1	Office Aide
112.	Howard University Center for Sickle Cell	30	Office Aide
113.	Compared To What?	15	Elementary Entry Aide
114.	National Association of Community Health Centers, Inc.	1	Office Aide
115.	National Committee for Responsive Philanthropy	1	Office Aide
116.	National Resource Center for Consumers of Legal	1	Class Aide
117.	National Society for Internships and Experimental Education	2	Office Aide
118.	National Network Runaway and Youth Services	2	Resort Aide
119.	Law Enforcement Explorers - Metropolitan	7	Law/Police/ Traffic Law Aide
120.	National Portraits Gallery	11	Class/Electrical Custodial Painter Aide
121.	African Heritage Dancers and Drummers	27	Dance/Drummer Aide
122.	Catholic Charities Day Care Center	1	Cooking Aide
123.	Women's Institute for Freedom of the Press	4	Resort/Cerical Aide
124.	Institute for Cultural Affairs	100	Graduates/Print Shop/Secretary Maintenance Aide
125.	Community Volunteer Counseling Service	21	Class/Resort/ Artistic

126.	Anacostia Economic Development Corp.	100	Apprentice Painter/ Carpenter/Inventory Aide
127.	Inalienable Rights Institute	4	Clerical Aide
128.	Lutheran Social Services	2	Office Aide
129.	National Center for Policy Alternatives	1	Office Aide
130.	NCUEA/Vista Project	2	Office Aide
131.	National Rehabilitation Counseling Association	1	Clerical Aide
132.	New Theatre of Washington	7	Clerk/Theatre Usher Aide
133.	University of Southern California (Washington Public Affairs Center)	1	Clerical Aide
134.	American Council of Life Insurance	1	Mail Aide
135.	Burg Music Company	40	Information Aide
136.	Consumer Federation of America	3	Clerical Aide
137.	Conveyor Equipment Manufactures Association	2	Office Aide
138.	Joint Center for Political Studies	3	Office Aide
139.	National Education Association	12	Office/Library/ Mail Room/Stock Room Aide
140.	National League of Cities	5	Clerical/Shop Aide
141.	National Trust for Historic Preservation	4	Clerical/Maintenance Aide
142.	Psychiatric Institute of D.C.	5	Clerical/Kitchen/ Maintenance/Supply Aide
143.	Rust Christian Academy of Capitol Hill	5	Recreational / Lunch Aide
144.	So Others Might Eat	2	Building Maintenance Aide
145.	Source Theatre Company, Inc.	2	Clerical/Property Aide
146.	Washington Project for the Arts	4	Sculpture/Building Renovation Aide
147.	Visiting Nurse Association of D.C.	2	Clerical Aide
148.	Williams and Lally	2	Office Aide
149.	The Joseph P. Kennedy Institute	10	Teacher/Physical Education/Industrial Maintenance/Horti- culture/Office Aide
150.	U.S. Soldier and Airmen's Home	10	Maintenance Aide
151.	National Commission on the Interna- tional Year of the Child - HEW	9	

152. Action	17	Clerical Aide
153. American Alliance for Health, Physical Education	5	Office Aide
154. American Heart Association Nation's Capitol Affiliation	4	Stock/File/Office Aide
155. American Institute of Architech Found.	1	Research Aide
156. American Theatre Association	1	Clerical
157. Art Barn Gallery	2	Clerical
158. Asian American Bicentennial Cord.	20	Comm/Health Aide
159. Bibleway and Golden Rule	2	Teacher's Aide
160. Bureau of Rehabilitation	2	Maintenance
161. Camp Fire Girls, Inc.	1	Office Aide
162. Center for Environmental Educ. Inc.	3	Correspondence/ Office Aide
163. Child Advocacy Center	1	Office Aide
164. Child Development Ass. Consortium	7	Clerical Aide
165. Cultural Alliance of G.W.	1	Clerical Aide
166. Day Care & Child Dev. Council of American, Inc.	3	Clerical/Stock Clerk
167. Defense Communications Agency	18	Office Aid/ Grounds Aide
168. Edgewood Baptist Day Care	4	Teacher Aide
169. Downtown Geriatric Day Care	2	Recreational Aide
170. Efforts from Ex-Convicts	2	Clerical Aide
171. Ft. Lincoln Community School	20	Day Camp
172. Garden Memorial Child Dev. Ctr.	12	Teacher Aide
173. Greater Washington Ibero-America Chamber of Commerce	2	Program Aide
174. Hospital for Sick Children	10	Clerical/Recreational/ Nursing
175. Isle of Patmos Day Care	4	Maintenance/Teacher Aide
176. Laos, Inc.	11	Office/Day Care/ Tutor/Stock Clerk
177. Leukemia Society of America	2	Clerical
178. Matthews Memorial Baptist Church	4	Teacher/Office/ Maintenance Aide
179. McKendree Day Care Center	5	Teacher Aide
180. Military Audit Project	1	Clerical Aide
181. NNACP	2	Office Aide
182. National Economic Dev. & Law Ctr.	1	Office Aide
183. National Rural Center	1	Clerical Aide

184.	Nia Shule	4	Teacher Aide
185.	National Urban League, Institute	2	Clerical Aide
186.	Potomac Area Council of Camp Fire Girls	12	Day Camp
187.	Robert F. Kennedy Memorial Project	16	Proj. Spec/Admin/
188.	Small Business Admin.	5	Personnel Admini/
189.	St. Alban's Day Care Center	6	Teacher Aide
190.	Stoddard Baptist Home	5	Office/Recreational
191.	The Alley Library New Educational Ways	5	Teacher/Language Arts/Reading Aide
192.	The National Black Child Development	1	Clerical Aide
193.	The Grantsmanship Center	1	Clerical Aide
194.	Thomas House Baptist Home	6	Nursing Aide
195.	United Services Organization	4	Clerical/Public Information
196.	Volunteer Clearinghouse of D.C.	1	Clerical Aide
197.	Washington Streetwork Project	10	Clerical/Peer Counselor
198.	Kingman Boys Club	10	Photo/Painting/ Counselor Aide
199.	Mt. Vernon United Methodist Church Community Development Prog.	15	Community Aide
200.	Department of Energy		
	a) ERA/Special Counsel	2	Clerical Aide
	b) Hearing and Appeals	2	Office Aide
	c) Inspector General	4	Clerical/Office Aide
	d) Resource Application	11	Clerical Aide
	e) Energy Technology	34	Clerical/Office Aide
	f) Office of Comptroller	4	Clerical Aide
	g) Federal Energy Regulating Comm.	2	Clerical Aide
	h) Procurement Office	15	Clerical Aide
	i) Policy and Evaluation	16	Clerical/Office Aide
	j) Intergovernmental Institutional Relations	12	Clerical/Mail Aide
	k) Energy Research	6	Clerical Aide
	l) Committee and Board	1	Clerical Aide
	m) Conservation and Solar Application	8	Energy/Office/ Administrative/ Planning and Policy Aide
	n) EEO	3	Clerical Aide
201.	Office of Criminal Justice Plans and Analysis	2	Clerical/Research Aide
202.	D.C. Public School (Community Education)	6	Computer Aide
203.	D.C. Department of Housing and Community Development	325	Maintenance/Clerical Office Aide
204.	Catholic Charities Teenage Boys	3	Program/Group Work Aide

205.	Capitol Head Start	18	Teacher/Social Service/Clerical/ Food Service Aide
206.	City Museum Project, Inc.	30	Community Aide
207.	Clifton Terrace Reading & Math Center	10	Office/Art Instructor Aide
208.	Columbia Lighthouse for the Blind	8	Day Camp/Counselor Aide
209.	D.C. Operations Sister United	1	Office Aide
210.	D.C. Street Academy	40	Clerical/Recreational Research/Maintenance Aide
211.	Department of Agriculture - AMS Personnel	2	Clerical Aide
212.	District of Columbia Regional Resource Center	2	Office Aide
213.	Georgetown University	29	Office/Gardener Aide
214.	Georgetown University - Child Development Center	1	Clerical Aide
215.	Group Health Association of America, Inc.	1	Clerical Aide
216.	Health, Education and Service Program - Georgetown University	6	Ground Maintenance/ Office Aide
217.	Iona House	1	Recreation Aide
218.	Library Theatre, Inc.	2	Administrative Aide
219.	Manpower Services Planning Advisory Council	2	Clerical Aide
220.	Neighborhood Development Center #2	5	Community/Office Aide
221.	National Association of Neighborhoods	1	Clerical Aide
222.	National Childrens Center	6	Recreational Aide
223.	Northwest Cooperative Homes Association	16	Maintenance/Clerical/ Recreational Aide
224.	Southeast Service Center (American Red Cross)	4	Cosmetologist Aide
225.	The National Theatre	3	Library Aide
226.	The Textile Museum	1	Maintenance Aide
227.	Treasury Department	1	Clerical Aide
228.	U.S. Department of Agriculture - Records, Forms and Communication	2	Mail Aide
229.	U.S. Department of Agriculture - Forest Service	2	Clerical/Office Aide
230.	U.S. Department of Agriculture - Soil Conservation Service	2	Clerical Aide
231.	Urban Elderly Coalition	1	Clerical Aide
232.	Catholic Charities Day Care Center	1	Recreation Aide

233. Community Development Program	2	Program/Group Work Ai
234. D.C. Youth Congress	65	Community Organizatic Aide
235. Department of Army/National Guard	17	Clerical Aide
236. Fellowship Urban Ministry	14	Program Aide
237. Far Southeast Community Organization	5	Clerical Aide
238. Far East Community Services	2	Clerical Aide
239. Greater Washington Central Labor Union (AFL-CIO)	1	Clerical Aide
240. Girl Scouts of the Nation's Capitol	2	Clerical Aide
241. National Oceanic and Atmospheric Administration	6	Community Organizati Aide
242. National Zoological Park	4	Community Organizati Aide
243. National Black Veterans Organization	4	Clerical Aide
244. Navy Department	4	Clerical Aide
245. Northwest Settlement House	21	Community Organizati Aide
246. Neighborhood Development Center #3	24	Nursery School Aide
247. River Park Mutual Homes	7	Clerical Aide
248. Southwest Community House	76	Community Organizati Aide
249. Sparrowworld Baptist Church	8	Community Organizati Aide
250. The Youth Project	1	Clerical Aide
251. Salvation Army	8	Community Organizati Aide
252. United Cerebral Palsy Association	1	Clerical Aide
253. Walter Reed Army Medical	44	Community Organizati Aide
254. Women in Community Services	1	Clerical Aide
255. Youth Pride, Inc.	382	Community Organizati Aide
256. D.C. Public Schools	151	Community Organizati Aide
257. D.C. Corrections (Lorton)	16	Clerical Aide
258. D.C. Department of Housing and Community Development	1,702	Clerical/Cleaner Aide
259. American Federation of Government Workers	2	Office Aide
260. American Postal Workers Union	2	Clerical Aide
261. Arrow Window Cleaning and Building Maintenance Contractor	11	Window Cleaner/Office Aide

262.	Bell, Inc.	2	Carpentry/Bookkeeping Aide
263.	Brentwood Day Care Center	2	Nursery Aide
264.	Calvinade Pre-School	15	Day Care Aide
265.	Community Services Advisory Neighborhood Commission 7A	6	Clerical Aide
266.	Drake and Company	4	Office/Food Service Aide
267.	Federal Bar Association	2	Office Aide
268.	Federal Laboratories, Inc.	3	Clerical Aide
269.	Free Spirit Design Company	3	Artist/Office Aide
270.	Howard University School of Law	5	Office Aide
271.	Institute for Economic Development	2	Office Aide
272.	Jones Day Care Center	3	Teacher/Office Aide
273.	Kidd International Data Entry	1	Office Aide
274.	Little Angels Nursery Schools	8	Teacher/Maintenance Aide
275.	Loving Care Day Nursery	2	Teacher Aide
276.	Mac Ben Company, Inc.	2	Office/Environmental Aide
277.	M.T.I. Construction Company	6	Office/Carpenter/Landscaping/Cleaning Aide
278.	National Council of La Raza	5	Clerical Aide
279.	Natural Resources Defense Council, Inc.	1	Office Aide
280.	National Audubon Society	1	Office Aide
281.	Neighborhood Housing Services	3	Office/Ground Aide
282.	National Association of Black Manufacturers	2	Office Aide
283.	National Association of Life Underwriters	1	Mailroom Aide
284.	Halvor Parris, M.D. (Radiology Office)	1	Clerical Aide
285.	People's Involvement Corporation	3	Clerical Aide
286.	Playland Nursery & Kindergarden	4	Nursery Aide
287.	Public Citizen	2	Office Aide
288.	Randall Hyland Private School	2	Camp Counselor Aide
289.	Senior Citizen Center Dumbarton Methodist Church	1	Office Aide
290.	Sentry Detective Agency and Security Service, Inc.	1	Clerical Aide
291.	Social Systems Intervention, Inc.	2	Research Aide

292. Star of Bethlehem Nursery	3	Nursery/Storage Aide
293. Travelers Aid Society	4	File/Information/ Environmental Aide
294. Washington Community Crisis Center	10	Office/Clerical/ Maintenance Aide
295. D.C. Office of Aging	3	Office Aide
296. D.C. Department of Finance and Revenue	10	Clerical Aide
297. Office of the Corporation Counsel	3	Clerical Aide
298. Office of the Mayor	13	Clerical Aide
299. Office of Personnel Management	59	Office/Clerical Aide
300. Ft. McNair Commissary	4	Stock/Meat Clerk
301. Headquarters, Naval District Washington Navy Yard	4	Clerical/Research Aide
302. National Portrait Gallery	11	Clerical/Electrical/ Painting/Custodial Aide
303. Migrant Legal Action Program, Inc.	4	Office/Library/Legal Research Aide

6,625

(Clerk's Note: The following statement appeared at the end of this document but was obliterated before submission to the Committee:

"The remaining 1,975 jobs are being developed in the private sector.")

TO:	John Gnorski Staff Assistant	Department, Office of City Administrator Agency, Office: Budget and Resource Development
FROM:	Gladys W. Mack Assistant City Administrator	Date: JUN 25 1979
SUBJECT:	Identification of Summer Jobs	

As per your request, please find enclosed a listing of the 8,600 summer jobs to be funded with the \$7,233,700 requested in the FY 1979 Supplemental. The jobs are identified by organization listing the number and types of jobs of each organization.

If you have any questions, please feel free to let me know.

<u>AGENCY</u>	<u>NUMBER OF SLOTS</u>	<u>POSITION</u>
1. National Federation of Business and Professional Women's Clubs	1	Office Aide
2. Interdisciplinary Cooperative Education Program (ICEP)	500	Carpentry/Auto mechanic/Clerical/ Electrician Aides
3. U.S. Tax Court	2	Clerical Aide
4. Community Service Agency	9	Office Aide

5. U.S. Army Communications Command Radiological Instrumentation Test Facility	1	Office Aide
6. Big Brothers National Capital Area	2	Office Aide
7. Southeast Neighborhood House	94	Clerical/Teacher/ Recreation/Custodial Aides
8. Institute for Local Self-Reliance	2	Clerical/Horticulturist Aide
9. Howard University-College of Medicine	2	Office Aide
10. Howard University Bookstore	10	Stock Room/Office/ Customer Service Aide
11. Howard University Department of Geology Geography	4	Library/Currator/ Office Aide
12. Howard University Printing and Reproduction	2	Bindery Operator Aide
13. Howard University Physics Department	9	Office/Stock Room/ Professor/Technician Aide
14. Howard University Physical Plant	31	Custodial/Grounds- keeper/Clerical/ Stock Room Aide
15. National Center for a Barrier Free Environment	1	Secretarial Aide
16. American Coalition of Citizens	1	Clerical Aide
17. Howard University School of Engineering	1	Office Aide
18. CA-FAM III - Incorporated	3	Visual Arts/Dramatic Arts/Administrative Aide
19. East of the River Neighborhood Reinvestment Association, Inc.	8	Office/Outreach Aide
20. Federation of Organization for Professional Women	2	Clerical/Bookkeeping Aide
21. Howard University Pension and Benefit Administration	2	Office Aide
22. Southeast Neighborhood House	50	Community/Office Aide
23. D.C. Youth Orchestra	200	Clerical/Musician Aide
24. The Green Door	10	Cashier/Kitchen/ Gardener/Homenaker/ Clerical/Maintenance Aides
25. The Humane Society of the United States	3	Office/Stock Room Aide
26. Office of the City Administrator	45	Office/Computer/ Clerical Aides
27. Food Research and Action Center	1	Clerical Aide

28.	International Visitors Information	3	Bilingual Aide
29.	U.S. General Accounting Office	16	Clerical Aide
30.	Ward One, Inc.	65	Community Outreach Office Aide
31.	Workshops for Careers in the Arts	80	Carpentry/Seamstress/ Actor/Musician/Set and Play Crew Aide
32.	Cancer Coordinating Council for Metro Washington	3	Office Aide
33.	Council of Churches	400	Clerical/Cultural/ Recreational/Industrial Maintenance Aide
34.	Duke Ellington School of Performing Arts	20	Office/Visual Arts/ Custodian/Musician/ Stock Room Aide
35.	Institute for Policy Studies	7	Office/Maintenance Aide
36.	National Credit Union Administration	5	Legal/Clerical/ Statistical Aide
37.	Strongforce Youth Project	22	Office/Theatrical/ Child Care Aide
38.	Black Affairs Center	2	Clerical/Research Aide
39.	Christian Communities Committed to Change	6	Outreach Service Aide
40.	Center for Urban Environmental Studies	2	Clerical Aide
41.	Howard University African Studies and Research Program	2	Research/Office Aide
42.	Lettumplay, Inc.	25	Public Relations/Stage Technician/Office Aide Vocalist/Instrumentalist
43.	National Endowment of Humanities	8	Clerical Aide
44.	Transaction Incorporation	10	Research/Cultural Arts/ Academic Tutor Aide
45.	Visitors Services Center	1	Casework Aide
46.	Washington Council on Alcoholism and Drug Abuse, Inc.	3	Office Aide
47.	Howard Theatre Foundation, Inc.	25	Musician/Dancer/Singer/ Actor/Technician/Graphic Office Aide
48.	The Urban Institute	1	Mail Room Aide
49.	Migrant Legal Action Program, Inc.	4	Office Aide
50.	Anacostia Energy Alliance	2	Community Aide
51.	Pension Rights Center	2	Office Aide
52.	National Committee Against Discrimina- tion in Housing	1	Clerical Aide
53.	National Citizens Committee for Broadcasting	2	Office Aide
54.	Boys' Club Eastern Branch	45	Counselor Aide
55.	American River Conservation Council	1	Conservation Aide
56.	Campaign for Housing	1	Office Aide
57.	Antioch Day Nursery	6	Teacher Aide
58.	Center for Community Change	1	Office Aide

59.	Joint Center for Political Studies	3	Office Aide
60.	National Student Educational Fund	2	Office Aide
61.	National Council of Crime and Delinquency	2	Clerical Aide
62.	Coalition for a New Foreign and Military Policy	1	Clerical Aide
63.	Council of Hemispheric Affairs	5	Clerical Aide
64.	Deborah's Place, Inc.	6	Clerical/Salesperson Aide
65.	The Chinese Community Church	10	Office Aide
66.	State of South Carolina, Washington Office	1	Office Aide
67.	Clear Water Action Project	2	Office Aide
68.	National Association of Counties	1	Clerical Aide
69.	Office of the Dean of the Chapel - Howard University	2	Office Aide
70.	Transportation Assistance, Inc.	3	Clerical Aide
71.	American Psychological Association	3	Mail/Print Shop/Data/ Codes Aide
72.	D. C. Department of Human Resources	222	Community Organization Aid
73.	Howard University Hospital	39	Clerical/Health/General Bookkeeping Aide
74.	Women Equality Action League Education and Legal Defense Fund	1	Clerical Aide
75.	D.C. City-Wide Welfare Rights Organization, Inc. - Child Development Centers 1 & 2	10	Office Aide
76.	National Congress for Community Economic Development	1	Office Aide
77.	National Prison Projects - American Civil Liberties Union	1	Office Aide
78.	Pa. Youth Advocate Program, D.C. Unit	1	Office Aide
79.	Advisory Neighborhood Commissions - Office of Community Services Coordination	66	Clerical/Recreational Aide
80.	Wider Opportunities for Women	2	Library/Clerical Aide
81.	American Federation of Community Credit Unions	6	Clerical Aide
82.	The Theatre School	3	Technical Theatre Aide
83.	National Moratorium on Prison Construction	1	Clerical Aide
84.	Corporation for Public Broadcasting	1	Clerical Aide
85.	National Association for the Education of Young Children	1	Office Aide
86.	National Science Foundation	14	Clerical Aide
87.	National Public Law Training Center	1	Office Aide
88.	Change, Inc.	20	Office/Counselor Aide
89.	National Association for Women, Deans, Administrators and Counselors	1	Office Aide
90.	Coalition for Children and Youth	2	Clerical Aide

91.	American Association of Motor Vehicle Administrators	1	Office Aide
92.	National Women's Health Network	1	Office Aide
93.	Washington Association for Television and Children	2	Office Aide
94.	National Committee Against Discrimination in Housing	1	Office Aide
95.	Center for Law and Social Policy	2	Bookkeeper/ Maintenance Aide
96.	Institute for Urban Affairs Research	8	Office/Community Organizer Aide
97.	Student National Medical Association	3	Office Aide
98.	Omega Psi Phi Fraternity	3	Office Aide
99.	International Union, U.A.W.	2	Office Aide
100.	Christian Communities Committed to Change	6	Outreach Service Aide
101.	Howard University Law School	4	Legal Aide
102.	Advisory Neighborhood Commission (ANC) 6B	3	Office Aide
103.	Advisory Neighborhood Commission (ANC) 7B	9	Office Aide
104.	Advisory Neighborhood Commission (ANC) 7D	4	Office Aide
105.	Advisory Neighborhood Commission (ANC) 8B	2	Office Aide
106.	Model Secondary Deaf	3	Program Aide
107.	Chaunel Square Apartments	6	Community Aide
108.	The Dance Project, Inc.	2	Arts/Dramatic Aide
109.	Deaf Pride, Inc.	1	Office Aide
110.	D.C. Survival-Project	150	Community Aide
111.	Federally Employed Women, Inc.	1	Office Aide
112.	Howard University Center for Sickle Cell	30	Office Aide
113.	Compared To What?	15	Electronics Helper Aide
114.	National Association of Community Health Centers, Inc.	1	Office Aide
115.	National Committee for Responsive Philanthropy	1	Office Aide
116.	National Resource Center for Consumers of Legal	1	Clerical Aide
117.	National Society for Internships and Experimental Education	2	Office Aide
118.	National Network Runaway and Youth Services	2	Research Aide
119.	Law Enforcement Explorers - Metropolitan	7	Law/Counselor/ Technical Law Aide
120.	National Portraits Gallery	11	Clerical/Electrical Custodial/Painter Aide

121.	African Heritage Dancers and Drummers	27	Dancer/Drummer Aide
122.	Catholic Charities Day Care Center	1	Community Aide
123.	Women's Institute for Freedom of the Press	4	Research/Clerical Aide
124.	Institute for Cultural Affairs	100	Grass Cutters/ Print Shop/Recreation/ Maintenance Aide
125.	Community Volunteer Counseling Service	21	Clerical/Counselor/ Artist Aide
126.	Anacostia Economic Development Corp.	100	Apprentice Painters/ Carpenters/Inventory Aide
127.	Inalienable Rights Institute	4	Clerical Aide
128.	Lutheran Social Services	2	Office Aide
129.	National Center for Policy Alternatives	1	Office Aide
130.	NCUEA/Vista Project	2	Office Aide
131.	National Rehabilitation Counseling Association	1	Clerical Aide
132.	New Theatre of Washington	7	Clerk/Theatre Usher Aide
133.	University of Southern California (Washington Public Affairs Center)	1	Clerical Aide
134.	American Council of Life Insurance	1	Mail Aide
135.	Burg Music Company	40	Information Aide
136.	Consumer Federation of America	3	Clerical Aide
137.	Conveyor Equipment Manufacturers Association	2	Office Aide
138.	Joint Center for Political Studies	3	Office Aide
139.	National Education Association	12	Office/Library/ Mail Room/Stock Room Aide
140.	National League of Cities	5	Clerical/Shop Aide
141.	National Trust for Historic Preservation	4	Clerical/Maintenance Aide
142.	Psychiatric Institute of D.C.	5	Clerical/Kitchen/ Maintenance/Supply Aide
143.	Rust Christian Academy of Capitol Hill	5	Recreational / Lunch Aide
144.	So Others Might Eat	2	Building Maintenance Aide
145.	Source Theatre Company, Inc.	2	Clerical/Property Aide
146.	Washington Project for the Arts	4	Sculpture/Building Renovation Aide
147.	Visiting Nurse Association of D.C.	2	Clerical Aide

148.	Williams and Lally	2	Office Aide
149.	The Joseph P. Kennedy Institute	10	Teacher/Physical Education/Industrial Maintenance/Horticulture/Office Aide
150.	U.S. Soldier and Airmen's Home	10	Maintenance Aide
151.	National Commission on the International Year of the Child - HEW	9	
152.	Action	17	Clerical Aide
153.	American Alliance for Health, Physical Education	5	Office Aide
154.	American Heart Association Nation's Capitol Affiliation	4	Stock/File/Office Aide
155.	American Institute of Architech Found.	1	Research Aide
156.	American Theatre Association	1	Clerical
157.	Art Barn Gallery	2	Clerical
158.	Asian American Bicentennial Cord.	20	Comm/Health Aide
159.	Bibleway and Golden Rule	2	Teacher's Aide
160.	Bureau of Rehabilitation	2	Maintenance
161.	Camp Fire Girls, Inc.	1	Office Aide
162.	Center for Environmental Educ. Inc.	3	Correspondence/Office Aide
163.	Child Advocacy Center	1	Office Aide
164.	Child Development Ass. Consortium	7	Clerical Aide
165.	Cultural Alliance of G.W.	1	Clerical Aide
166.	Day Care & Child Dev. Council of American, Inc.	3	Clerical/Stock Clerk
167.	Defense Communications Agency	18	Office Aid/ Grounds Aide
168.	Edgewood Baptist Day Care	4	Teacher Aide
169.	Downtown Geriatric Day Care	2	Recreational Aide
170.	Efforts from Ex-Convicts	2	Clerical Aide
171.	Pt. Lincoln Community School	20	Day Camp
172.	Garden Memorial Child Dev. Ctr.	12	Teacher Aide
173.	Greater Washington Ibero-America Chamber of Commerce	2	Program Aide
174.	Hospital for Sick Children	10	Clerical/Recreational, Nursing
175.	Isle of Patmos Day Care	4	Maintenance/Teacher Aide
176.	Laos, Inc.	11	Office/Day Care/ Tutor/Stock Clerk
177.	Leukemia Society of America	2	Clerical
178.	Matthews Memorial Baptist Church	4	Teacher/Office/ Maintenance Aide
179.	McKendree Day Care Center	5	Teacher Aide
180.	Military Audit Project	1	Clerical Aide

181.	NAACP	2	Office Aide
182.	National Economic Dev. & Law Ctr.	1	Office Aide
183.	National Rural Center	1	Clerical Aide
184.	Nia Shule	4	Teacher Aide
185.	National Urban League, Institute	2	Clerical Aide
186.	Potomac Area Council of Camp Fire Girls	12	Day Camp
187.	Robert F. Kennedy Memorial Project	16	Proj. Spec/Admin/
188.	Small Business Admin.	5	Personnel Admin/
189.	St. Alban's Day Care Center	6	Teacher Aide
190.	Stoddard Baptist Home	5	Office/Recreational
191.	The Alley Library New Educational Ways	5	Teacher/Language Arts/Reading Aide
192.	The National Black Child Development	1	Clerical Aide
193.	The Grantsmanship Center	1	Clerical Aide
194.	Thomas House Baptist Home	6	Nursing Aide
195.	United Services Organization	4	Clerical/Public Information
196.	Volunteer Clearinghouse of D.C.	1	Clerical Aide
197.	Washington Streetwork Project	10	Clerical/Peer Counselor
198.	Kingman Boys Club	10	Photo/Painting/Counselor Aide
199.	Mt. Vernon United Methodist Church Community Development Prog.	15	Community Aide
200.	Department of Energy		
	a) EPA/Special Counsel	2	Clerical Aide
	b) Hearing and Appeals	2	Office Aide
	c) Inspector General	4	Clerical/Office Aide
	d) Resource Application	11	Clerical Aide
	e) Energy Technology	34	Clerical/Office Aide
	f) Office of Comptroller	4	Clerical Aide
	g) Federal Energy Regulating Comm.	2	Clerical Aide
	h) Procurement Office	15	Clerical Aide
	i) Policy and Evaluation	16	Clerical/Office Aide
	j) Intergovernmental Institutional Relations	12	Clerical/Mail Aide
	k) Energy Research	6	Clerical Aide
	l) Committee and Board	1	Clerical Aide
	m) Conservation and Solar Application	8	Energy/Office/Administrative/Planning and Policy Aide
	n) EDO	3	Clerical Aide
201.	Office of Criminal Justice Plans and Analysis	2	Clerical/Research Aide
202.	D.C. Public School (Community Education)	6	Computer Aide
203.	D.C. Department of Housing and Community Development	325	Maintenance/Clerical Office Aide
204.	Catholic Charities Teenage Boys	3	Program/Group Work Aide

205.	Capitol Head Start	18	Teacher/Social Service/Clerical/ Food Services Aide
206.	City Museum Project, Inc.	30	Community Aide
207.	Clifton Terrace Reading & Math Center	10	Office/Art Instructor Aide
208.	Columbia Lighthouse for the Blind	8	Day Camp/Counselor Aide
209.	D.C. Operations Sister United	1	Office Aide
210.	D.C. Street Academy	40	Clerical/Recreational/ Research/Maintenance Aide
211.	Department of Agriculture - AMS Personnel	2	Clerical Aide
212.	District of Columbia Regional Resource Center	2	Office Aide
213.	Georgetown University	29	Office/Gardener Aide
214.	Georgetown University - Child Development Center	1	Clerical Aide
215.	Group Health Association of America, Inc.	1	Clerical Aide
216.	Health, Education and Service Program - Georgetown University	6	Ground Maintenance/ Office Aide
217.	Iona House	1	Recreation Aide
218.	Library Theatre, Inc.	2	Administrative Aide
219.	Manpower Services Planning Advisory Council	2	Clerical Aide
220.	Neighborhood Development Center #2	5	Community/Office Aide
221.	National Association of Neighborhoods	1	Clerical Aide
222.	National Childrens Center	6	Recreational Aide
223.	Northwest Cooperative Homes Association	16	Maintenance/Clerical/ Recreational Aide
224.	Southeast Service Center (American Red Cross)	4	Cosmetologist Aide
225.	The National Theatre	3	Library Aide
226.	The Textile Museum	1	Maintenance Aide
227.	Treasury Department	1	Clerical Aide
228.	U.S. Department of Agriculture - Records, Forms and Communication	2	Mail Aide
229.	U.S. Department of Agriculture - Forest Service	2	Clerical/Office Aide
230.	U.S. Department of Agriculture - Soil Conservation Service	2	Clerical Aide
231.	Urban Elderly Coalition	1	Clerical Aide
232.	Catholic Charities Day Care Center	1	Recreation Aide
233.	Community Development Program	2	Program/Group Work Aid
234.	D.C. Youth Congress	65	Community Organization Aide
235.	Department of Army/National Guard	17	Clerical Aide

236.	Fellowship Urban Ministry	14	Program Aide
237.	Far Southeast Community Organization	5	Clerical Aide
238.	Far East Community Services	2	Clerical Aide
239.	Greater Washington Central Labor Union (AFL-CIO)	1	Clerical Aide
240.	Girl Scouts of the Nation's Capitol	2	Clerical Aide
241.	National Oceanic and Atmospheric Administration	6	Community Organization Aide
242.	National Zoological Park	4	Community Organization Aide
243.	National Black Veterans Organization	4	Clerical Aide
244.	Navy Department	4	Clerical Aide
245.	Northwest Settlement House	21	Community Organization Aide
246.	Neighborhood Development Center #3	24	Nursery School Aide
247.	River Park Mutual Homes	7	Clerical Aide
248.	Southwest Community House	76	Community Organization Aide
249.	Sparrowworld Baptist Church	8	Community Organization Aide
250.	The Youth Project	1	Clerical Aide
251.	Salvation Army	8	Community Organization Aide
252.	United Cerebral Palsy Association	1	Clerical Aide
253.	Walter Reed Army Medical	44	Community Organization Aide
254.	Women in Community Services	1	Clerical Aide
255.	Youth Pride, Inc.	382	Community Organization Aide
256.	D.C. Public Schools	151	Community Organization Aide
257.	D.C. Corrections (Lorton)	16	Clerical Aide
258.	D.C. Department of Housing and Community Development	1,702	Clerical/Cleaner Aide
259.	American Federation of Government Workers	2	Office Aide
260.	American Postal Workers Union	2	Clerical Aide
261.	Arrow Window Cleaning and Building Maintenance Contractor	11	Window Cleaner/Office Aide
262.	Bell, Inc.	2	Carpentry/Bookkeeping Aide
263.	Brentwood Day Care Center	2	Nursery Aide
264.	Calvinade Pre-School	15	Day Care Aide
265.	Community Services Advisory Neighborhood Commission 7A	6	Clerical Aide

266.	Drake and Company	4	Office/Food Services Aide
267.	Federal Bar Association	2	Office Aide
268.	Federal Laboratories, Inc.	3	Clerical Aide
269.	Free Spirit Design Company	3	Artist/Office Aide
270.	Howard University School of Law	5	Office Aide
271.	Institute for Economic Development	2	Office Aide
272.	Jones Day Care Center	3	Teacher/Office Aide
273.	Kidd International Data Entry	1	Office Aide
274.	Little Angels Nursery Schools	8	Teacher/Maintenance Aide
275.	Loving Care Day Nursery	2	Teacher Aide
276.	Mac Ben Company, Inc.	2	Office/Environmental Aide
277.	M.T.I. Construction Company	6	Office/Carpenter/Landscaping/Cleaning Aide
278.	National Council of La Raza	5	Clerical Aide
279.	Natural Resources Defense Council, Inc.	1	Office Aide
280.	National Audubon Society	1	Office Aide
281.	Neighborhood Housing Services	3	Office/Ground Aide
282.	National Association of Black Manufacturers	2	Office Aide
283.	National Association of Life Underwriters	1	Mailroom Aide
284.	Halvor Parris, M.D. (Radiology Office)	1	Clerical Aide
285.	People's Involvement Corporation	3	Clerical Aide
286.	Playland Nursery & Kindergarden	4	Nursery Aide
287.	Public Citizen	2	Office Aide
288.	Racall Hyland Private School	2	Camp Counselor Aide
289.	Senior Citizen Center Dumbarton Methodist Church	1	Clerical Aide
290.	Senary Detective Agency and Security Services, Inc.	1	Clerical Aide
291.	Social Systems Intervention, Inc.	2	Research Aide
292.	Star of Bethlehem Nursery	3	Nursery/Storage Aide
293.	Travelers Aid Society	4	File/Information Environmental Aide
294.	Washington Community Crisis Center	10	Office/Clerical/Maintenance Aide
295.	D.C. Office of Aging	3	Office Aide
296.	D.C. Department of Finance and Revenue	10	Clerical Aide
297.	Office of Corporation Counsel	3	Clerical Aide
298.	Office of the Mayor	13	Clerical Aide
299.	Office of Personnel Management	59	Office/Clerical Aide

300.	Ft. McNair Commissary	4	Stock/Meat Clerk
301.	Headquarters, Naval District Washington Navy Yard	4	Clerical/Research Aide
302.	Action Radiator	2	Office Aide
303.	ADV, Inc.	1	Office Aide
304.	Alternations Unlimited	2	Seamstress Aide
305.	Allan's Ark Child Development Center	5	Nursery Assistant Aide
306.	American Psychiatric Association	5	Stock Clerk/Record Mgr./ Clerical Assistants
307.	Anacostia Progressive	2	Nursery Assistant Aide
308.	Art Display Co., Inc	1	Metal Work Trainee Aide
309.	Artistic Valet	1	Counter Clerk Aide
310.	Associated Minority Contractors	4	Receptionist/Typist Aide
311.	Avignone Preres, Inc.	5	Soda Clerk/Ice Cream Packers/ Load Catering Trucks Aide
312.	Bakery Drivers Local Union	2	Maintenance Aide
313.	Bankers United Insurance	1	Office Aide
314.	Barn-Que Restaurant	4	Food Service Aide
315.	Best Printers, Inc.	1	Printer Aide
316.	Ech Smith Electronic Tune-Up Center	3	Auto parts & Driver/ Mechanics Aide
317.	Blackistone, Inc.	1	Stock Clerk
318.	Buld Labor Local 74	1	File Clerk
319.	Bureau of Prisons	2	General Clerk
320.	Candelights Foundation, Inc.	1	Office Aide
321.	Catholic Youth Organization	4	Receptionist/Clerical Aide
322.	Centar City Reasarch & Marketing, Inc.	7	Clerk Typist/Maintenance/ Salesman Aide
323.	Center for Handicapped Individuals, Inc.	14	Communication Aides
324.	City Wide Learning Center	55	Office/Community/Nutrition/ Child Development/Social Work Aides
325.	Columbia Road Children's Center	1	Counselor Aide
326.	Community Legal Clinics	2	Clerical Aides
327.	Congress Watch	2	Office Aides
328.	Custom Camera Service, Inc.	2	Technical/Sales Personnel Aides
329.	D.C. Concerned Citizens Caucus - National Alliance of Postal Wkrs.	10	Office Aides
330.	D.C. Concerned Citizens - Theater Project	5	Theater Aide
331.	Delta Sigma Theta	2	Office Aide
332.	Division Paint Hardware	2	Stock Room Aide
333.	East Atlantic Construction Co., Inc.	5	Office Aide/Labores Aide
334.	Edward Mazique, M.D.	1	General Clerk Aide
335.	Enterprises for New Directions, Inc.	2	Clerical-Typing/Writer Aide
336.	George Washington University - The Reading Center	2	Office Aide
337.	Gray Panthers of Metropolitan	1	Office Aide
338.	Harambee House	10	Housekeepers/Clerical/ Maintenance Engineering Aide
339.	Hayes Motel	4	Housekeeper/Maintenance Engineer Aide
340.	Hoods Pest Control	2	Service Mans Aide

341. Lawrence Johnson Associates, Inc.	5	General Aides
342. Maranatha Day Care Center	6	Nursery Assistant/ Maintenance Aides
343. Metropolitan Washington Planning & Housing Association	2	Office Aides
344. National Association of Home Builders	2	Office Aides
345. National Capitol Region National Park Svc.	77	Maintenance/Office Asst./ Program Aide
346. Nation Positive Action Center	2	Teachers Aide
347. National Women's Education	1	Office Aide
348. Natural Day Care	1	Nursery Assistant Aide
349. Power LTD	2	Office Aides
350. Rutland Courts Apt Bldg. Cooperative	1	Gardener Aide
351. Tyroc Construction Corp.	5	Construction Yard Helper/ General Assistant Aide Engineering Dept. Aide
352. W.H. Brewton & Sons, Inc.	1	Stock Clerk Aide
353. Yes Education Society	1	Office Aide
354. YWCA-NCA	12	Youth Counselor Aide
355. Headquarters - U.S. Army Development & Readiness Command	3	Office Aide
356. Urban Mass Transportation	10	Reader/File Clerk/Receptionist/ Clerk-Typist/ Messenger/Computer Aide
357. Office of Inspector General	1	Clerical Aide
358. Board of Appeals and Review	2	Clerical Aide
359. Arthur Anderson & Co.	1	Messenger Aide
360. Union Hardware	2	Hardware Aide
361. D.D. K. Distributors, Inc.	3	Receptionist Aide
362. D.C. Lucas Founders Inc.	1	Research Aide
363. Winston & Williams Association	1	Office Aide
364. Shelton's Market Basket	8	General Clerks Stockroom Aide
365. Foundation For Community Creativity	2	Office Aides
366. Alpha Reporting Services	1	Office Aide
367. Back Fashions	5	Maintenance Aide/Stockroom Clerk Aides
368. William C. Smith	2	Maintenance Aide
369. First Federal Saving & Loan	1	File Clerk Aide
370. Industrial Bank of Washington	2	Office Aide
371. Mac's Clothing Store	1	Salesperson Aide
372. Birney Elementary School	2	Office Aides
373. Osborn's Orthopedic	1	Store Clerk Aide
374. Burice's Children's Ware	1	Salesperson Aide
375. The General Store	8	Salesperson Aide
376. S.S. Production	2	Salesperson Aide
377. Firestone Tires	1	Shop Aide
378. Aero Chevrolet	4	Maintenance Aide
379. Boyd's Reproduction Specialists	5	Photog. Aides
380. Flagg Bros. Shoe Store	1	Salesperson Aide
381. Aerospace Industries Assoc.	1	Office Aide
382. Hardy's Shoes	3	Salesperson Aide
383. Kinney Shoes	2	Stockroom Clerks Aide
384. D.C. Chapter - American Red Cross	6	Office Aides
385. Reliable Delivery	10	Stockroom Clerks Aide
386. National Bankers Assoc.	2	Office Aides
387. O'Neil Painting Contractor	4	Painter (Aide)

388.	New Playwright's Theatre	1	Theatre Aide
389.	American Assoc. for Advancement of Science	1	Office Aide
390.	Columbia Electrical Supply	1	Warehouse Aide
391.	Capitol Hill Homemaker Aide	1	Office Aide
392.	Afro-American Datanamics	2	Computer Aide
393.	Pabon, Sims, & Assoc.	1	Messenger
394.	Willis Carpet & Tile Center	3	Maintenance Aides
395.	Duron Paint Mfg. Co.	25	Paint Packagers Aide
396.	George F. Warner Co.	4	Plumbers Asst. Aide
397.	D.C. Concerned Citizens Caucus Marketing & Sales Project	100	Salesperson (Aide)
399.	D.C. Department of Housing & Community Development	1,471	Carpentry/Electronics/ Clerical/Cleaner./Building Maintenance/Office/Communi- ty Outreach/Custodial/ Grounds Keeper Aide

Total — 8,600

TIMING OF IDENTIFICATION OF JOBS IN DHCD

Senator LEAHY. If you look through the June 21 memo you will find 2,027 slots attributed to your department; and then if you look at the June 25 memo an additional 1,471 slots are attributed to your department bringing the total number to be funded through this appropriation to 3,498, or 3,500 rounded off.

So which figure is accurate? Is the June 21 memo with the 2,000 slots accurate, or is the June 25 memo with 1,500 more slots accurate?

Mr. CLAY. Mr. Chairman, I must say I am not familiar with memos on that just offhand, but all I can say is that the department in the final analysis was assigned 3,600 slots. The breakouts, as I indicated, will provide that. But I cannot respond to your question of the discrepancy between the June 21 and the June 25 memos.

Senator LEAHY. Maybe a way to tie that down would be this way. Did your department identify 3,500 or 3,498 summer job slots to the District Department of Labor on or before June 25? Had you identified to them 3,500 jobs on or before June 25?

Mr. CLAY. We had given them a projection of the number of jobs we thought we could fill during the course of the summer. That projection was—well, we might send one job description, for example, and that one would cover 400 slots because those persons would be doing the same thing.

Senator LEAHY. Well, I understand that. But I am still a little bit confused, and maybe you can help me on this. Maybe it's the lateness of the hour for the Senate session last night that adds to my confusion. But I think maybe it would help me out of the confusion a little bit if you could just tell me whether on or before June 25 your department had identified 3,500 jobs to the Department of Labor?

Mr. CLAY. Yes, we had.

Senator LEAHY. To be funded through this supplemental appropriation?

Mr. CLAY. To be funded through the summer program. I am afraid,

Mr. Chairman, we did not—I don't think—make a distinction between funding sources. We were more concerned at the department level about the numbers. I am sure the Department of Labor receiving the request made some finer cuts. But our consideration was the number of youth that we could bring on to cover the needs that we thought we had at that time.

Senator LEAHY. So your department had identified 3,500 or 3,498 summer job slots to the District Department of Labor on or before June 25?

Mr. CLAY. I cannot say that with any certainty because I cannot relate to those dates. I am sorry.

Senator LEAHY. Is there anyone here—

Mr. CLAY. I can check to see whether or not our formal response went out—what the date of our formal response to the Department of Labor was and let you know that.

But I can't tell you that now.

Senator LEAHY. I wonder if before we leave here you and Mr. Glee could give a call back to your department and get an answer?

Mr. CLAY. And the question is whether or not by June 25 we had identified to the Department of Labor 3,500 slots?

Senator LEAHY. Right.

Mr. CLAY. OK.

Senator LEAHY. I guess I just don't fully understand, so you better look at that.

[The information follows:]

MEMORANDUM OF UNDERSTANDING
 Washington Youth Corps Summer Program
 District of Columbia Government
 Department of Labor

Date April 24, 1979

Name of Program or Agency Housing and Community Development
 Address 1325 G Street, N.W. Phone No. 724-8694
 Name of Program Director Sidney Glee

AGREEMENT:

It is hereby certified and agreed that the Housing and Community Development hereinafter referred to as the "D.C. Agency" will operate the 1979 Washington Youth Corps Summer Program (WYC) in accordance with the guidelines agreed to hereinafter.

I. Guidelines

- A. The WYC Operational Manual as issued by the Department of Labor (DOL).
- B. The WYC Program Questionnaire, which is attached and becomes a part of this agreement, and
- C. The remaining sections of this agreement.

II. Allocation

Under the conditions set forth above and hereinafter, the Department of Labor, prime contractor for the WYC Program, agrees to allocate 3613 slots to the DHCD.

It is understood that this allocation is conditional upon availability of funds, adherence to program requirements, and other pertinent factors, and as such, is subject to chance.

III. General Requirements

A. Personnel/Payroll

1. Certification:

All enrollees must be certified by the Department of Labor. The D.C. Agency will be responsible for assuring that the number of WYCs allocated are certified and that a representative of its agency is present during the certification process.

2. Processing:

Upon completion of certification, the D.C. Agency will be responsible for processing of all necessary personnel forms and the efficient payrolling of assigned WYCs.

3. Copy 7 of the Personnel Action (Form I) for each WYC will be forwarded to DOL by the D.C. Agency.

B. Enrollee (WYC) Site List

The D.C. Agency will provide a list of sites and WYC assignments to the DOL and will cooperate in the monitoring of the WYC program.

C. Reports

1. The D.C. Agency will submit to DOL at the end of each month, June, July, and August, an enrollee status report showing internal transfers, terminations, and new hires, etc.
2. The D.C. Agency further agrees to furnish any additional information requested by DOL for required reports on the WYC Program.

IV. Program Dates

The present memorandum of understanding covers a period of 8 weeks, beginning July 2 19 79 and ending August 25 19 79.

It is understood that the full cost(s) of paying any and all WYCs allowed to work before the beginning program date of July 2, 1979, and before the effective date on the Personnel Action Form I, must be borne by the D.C. Agency. Further, the D.C. Agency will be responsible for the necessary payroll procedures.

It is further understood that should additional funds become available to increase hours, the contract period, slot allotment and the like, this agreement will be amended to cover same.

V. Administrative and Counseling Responsibilities

All administrative functions will be carried out by the Department of Labor, without cost to the D.C. Agency.

Wherever possible, the D.C. Agency will assist in the counseling of its WYC enrollees, in cooperation with the DOL monitor or counselor.

VI. On-site visitation by the monitor may be made at any time.

APPROVED:

 Jesse F. Anderson, Jr.
 Assistant Director
 Office of Employability Development
 D.C. Department of Labor

 Date

DHCD

 Program/Agency Director

Sidney Glee

4/24/95

 Date

 (Name of Program or Agency)

REQUEST FOR WYC AND WORK SITES

Area 1	Greenleaf Gardens - 201 N Street, S.W.	James Ceasar 724-8500
	JCR 50 James Creek	
	GRN 100 Greenleaf	
	SYH 50 Syphax	
	Total <u>200</u>	
Area 2	Arthur Capper 912 5th Street, S.E.	Stefan Williams 724-8522
	ART 175 Arthur Capper	
	CBG 95 Carrollsburg Dwelling	
	ELW 60 Ellen Wilson	
	CLA 20 Carroll Apartments	
	Total <u>350</u>	
Area 3	Barry Farms 1230 Summer Road, S.E.	John Holland 767-7432
	BRF 150 Barry Farms	
	SHR 150 Sheridan Terrace	
	Total <u>300</u>	
Area 4	Stanton Dwellings 1556 Stanton Road, S.E.	Willie Perry 767-7400
	FDR 100 Frederick Douglass	
	STN 100 Stanton Dwellings	
	WDT 100 Woodland Terrace	
	Total <u>300</u>	
Area 5	Langston Terrace 2101 G Street, N.E.	Joyce Trapps 724-8506
	LNG 150 Langston	
	Total <u>150</u>	
Area 6	Garfield Terrace 2301 11th Street, N.W.	Betty Ceasar 673-7452
	GFT 50 Garfield Terrace	
	KLM 50 Kelly Miller	
	PRM 25 Park Morton	
	LDA 25 Ledroit	
	Total <u>150</u>	
Area 7	East Capitol 5725 East Capitol Street	Abraham Nance 767-7415
	EAC 175 East Capitol	
	EGG 175 Eastgate Garden	
	Total <u>350</u>	

Area 8	Lincoln Heights 400 - 50th Street, N.E.	Ellis Trappio 724-8534
	LNH 100 Lincoln Heights RIC 50 Richardson Total <u>150</u>	
Area 9	Highland Dwelling 400 Atlantic Street, S.E.	Earl Briggs 767-7544
	HAD 85 Highland Dwellings HIA 50 Highland Addition Total <u>135</u>	
Area 9A	Valley Green 913 Varney Street, S.E.	Margaret May 767-7544
	VLG 25 Valley Green Total <u>25</u>	
Area 9A	Skytowers 1028 Wahler Place, S.E.	Bernice Abbey 767-8088
	Total <u>10</u> <u>10</u>	
Area 10	Stoddert Terrace 155 Ridge Road, S.E.	Robert Jenkins 767-7419
	STT 50 Stoddert Terrace FDP 50 Fort Dupont Ex. FNA 25 Fort Dupont Addition ENG 75 Benning Terrace Total <u>200</u>	
Area 11	Kenilworth Court 4500 Quarles Street, N.E.	Barbara Fisher 399-4477
	KNL 175 Kenilworth PRA 100 Parkside Total <u>275</u>	
Area 12	Potomac Gardens 1225 G Street, S.E.	Minnie Ross 724-8512
	PTG 50 Potomac Gardens HPA 25 Hopkins Apartments KYC 25 Kentucky Court Total <u>100</u>	
Area 13	Capitol View Plaza 5901 East Capitol Street	Charles Norris 581-8003
	CVP 181 Total <u>181</u>	

Area 14	Claridge Towers 1221 M Street, N.W.	Lorraine Washington
	Total $\frac{10}{10}$	
Area 19 & 15	Leased Housing 461 H Street, N.W.	Winfred Taylor 724-8619
	Total $\frac{30}{30}$	
Area 17	Sibley Plaza 1140 North Capitol Street	Rebecca Holston 789-8619
	Total $\frac{100}{100}$	
Area 18	Montana Terrace 1625 Montana Avenue, N.E.	Debra Webster 832-7220
	Total $\frac{150}{150}$	
Area 25	Edgewood Terrace	Partia Flemming 832-3577
	Total $\frac{28}{28}$	
Urban Renewal	Freeman P. Hair 1170 - 12th Street, N.W.	724-2023
	Total $\frac{200}{200}$	
Maintenance Division	1170 - 12th Street, N.W.	Welvin C. Goodwin
	Total $\frac{75}{75}$	
Central Office	1170 - 12th Street, N.W.	John Burns
	Total $\frac{50}{50}$	
Main Office	1325 G Street, N.W.	
	Total $\frac{94}{94}$	
TOTAL	3,613	

STATEMENT OF GLADYS W. MACK

Senator LEAHY. The memo of June 25 that we have been discussing came from your office, Mrs. Mack. Could you tell me whether that is where these 1,471 slots were plugged in for District of Columbia Department of Housing and Community Development? Or did the department ask for those additional slots? Could you join us up here at the table.

The witness now at the table is Gladys Mack, Assistant City Administrator for Budget and Resource Development.

Mrs. MACK. Yes, Senator.

Senator LEAHY. Could you give us your understandings?

Mrs. MACK. The listing, Senator Leahy, which I provided to the committee on June 25 was given to my office by the Department of Labor. Attached to the memo you refer to was a listing, I believe, that detailed the positions.

Senator LEAHY. I think my confusion then is the difference between the June 21 memo and the June 25 memo of approximately 1,500 slots. What happened in those 4 days?

Mrs. MACK. Let me explain that the original listing that you had, Senator, did not identify the total 8,600 positions and was, therefore, supplemented on June 25 with a listing that did identify the total number of slots.

So there was not a variance so much as there just was a supplement to the original list.

And the reason the supplement was made was to, indeed, identify the positions as it had been indicated earlier, in the June 7 memo that you mentioned. The June 7 memo promised to provide or promised to identify at least that listing. The June 21 memo did not identify the full number and so the June 25 memo was sent to you.

Senator LEAHY. I see. Now, the June 25 memo listed 8,600 slots which should have been funded with supplemental appropriations. I wonder if we might have for the record a columnar arrangement showing how many jobs for each entry were actually provided?

Mrs. MACK. I will ask the Department of Labor to provide that information, Mr. Chairman.

Senator LEAHY. Thank you.

[CLERK'S NOTE.—The following table compares in detail the number of projected jobs and the number of jobs actually filled. Projected jobs were supplied to the committee in response to requests to verify the statements made in Mayor Barry's letter to the committee of June 7, 1979.]

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
1. National Federation of Business and Professional Women's Clubs	1	1	Office Aide
2. Interdisciplinary Cooperative Education Program (ICEP)	500	0	Carpentry/Auto mechanic/Clerical/Electrician Aides
3. U. S. Tax Court	2	2	Clerical Aide
4. Community Service Agency	9	9	Office Aide
5. U. S. Army Communications Command Radiological Instrumentation Test Facility	1	3	Office Aide
6. Big Brothers National Capital Area	2	2	Office Aide
7. Southeast Neighborhood House	<u>1/</u>	<u>1/</u>	Clerical/Teacher/Recreation/Custodial Aides
8. Institute for Local Self-Reliance	2	2	Clerical/Horticulturist Aide
9. Howard University College of Medicine	2	1	Office Aide
10. Howard University Bookstore	10	10	Stock Room/Office/ Customer Service Aide
11. Howard University Department of Geology Geography	4	4	Library/Currator/ Office Aide
12. Howard University Printing and Reproduction	2	2	Bindery Operator Aide
13. Howard University Physics Department	9	9	Office/Stock Room/ Professor/Technician Aide
14. Howard University Physical Plant	31	28	Custodial/Grounds-keeper/Clerical/ Stock Room Aide

1/ See Item A on page 21 for total projected and actual slots.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
15.	National Center for a Barrier Free Environment	1	1	Secretarial Aide
16.	American Coalition of Citizens	1	1	Clerical Aide
17.	Howard University School of Engineering	1	1	Office Aide
18.	CA-FAM III - Incorporated	3	3	Visual Arts/Dramatic Arts/Administrative Aide
19.	East of the River Neighborhood Reinvestment Association, Inc.	8	8	Office/Outreach Aide
20.	Federation of Organization for Professional Women	2	2	Clerical/Bookkeeping Aide
21.	Howard University Pension and Benefit Administration	2	2	Office Aide
22.	Southeast Neighborhood House	<u>1/</u>	<u>1/</u>	Community/Office Aide
23.	D. C. Youth Orchestra	200	200	Clerical/Musician Aide
24.	The Green Door	10	10	Cashier/Kitchen/Gardener/Romemaker/Clerical/Maintenance Aides
25.	The Humane Society of the United States	3	4	Office/Stock Room Aide
26.	Office of the City Administrator	45	59	Office/Computer/Clerical Aides
27.	Food Research and Action Center	1	1	Clerical Aide
28.	International Visitors Information	3	3	Bilingual Aide
29.	U.S. General Accounting Office	16	16	Clerical Aide
30.	Ward One, Inc.	65	65	Community Outreach Office Aide
31.	Workshops for Careers in the Arts	80	64	Carpentry/Seamstress/Actor/Musician/Set and Play Crew Aide
32.	Cancer Coordinating Council for Metro Washington	3	3	Office Aide

1/ See Item A on page 21 for total slots projected and actual slots.

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
33. Council of Churches	400	400	Clerical/Cultural/ Recreational/ Industrial Maintenance Aide
34. Duke Ellington School of Performing Arts	20	0	Office/Visual Arts/ Custodian/Musician/ Stock Room Aide
35. Institute for Policy Studies	7	7	Office/Maintenance Aide
36. National Credit Union Administration	5	5	Legal/Clerical/ Statistical Aide
37. Strongforce Youth Project	22	42	Office/Theatrical/ Child Care Aide
38. Black Affairs Center	2	2	Clerical/Research Aide
39. Christian Communities Committee to Change	<u>1/</u>	<u>1/</u>	Outreach Services Aide
40. Center for Urban Environmental Studies	2	2	Clerical Aide
41. Howard University African Studies and Research Program	2	2	Research/Office Aid
42. Lettumplay, Inc.	25	25	Public Relations/ Stage Technician/ Office Aide/Vocal- ist/Instrumentalist Clerical Aide
43. National Endowment of Humanities	8	6	Clerical Aide
44. Transaction Incorporation	10	10	Research/Cultural Arts/Academic Tutor Aide
45. Visitors Services Center	1	1	Casework Aide
46. Washington Council on Alcoholism and Drug Abuse, Inc.	3	3	Office Aide
47. Howard Theatre Foundation, Inc.	25	25	Musician/Dancer/ Singer/Actor/ Technician/Graph- Office Aide
48. The Urban Institute	1	1	Mail Room Aide

1/ See Item C on page 21 for total slots projected and actual.

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
49. Migrant Legal Action Program, Inc.	4	0	Office Aide
50. Anacostia Energy Alliance	2	2	Community Aide
51. Pension Rights Center	2	2	Office Aide
52. National Committee Against Dis- crimination in Housing	<u>1/</u>	<u>1/</u>	Clerical Aide
53. National Citizens Committee for Broadcasting	2	2	Office Aide
54. Boys' Club Eastern Branch	45	45	Counselor Aide
55. American River Conservation Council	1	2	Conservation Aide
56. Campaign for Housing	1	1	Office Aide
57. Antioch Day Nursery	6	6	Teacher Aide
58. Center for Community Change	1	1	Office Aide
59. Joint Center for Political Studies	<u>2/</u>	<u>2/</u>	Office Aide
60. National Student Educational Fund	2	2	Office Aide
61. National Council of Crime and Delinquency	2	1	Clerical Aide
62. Coalition for a New Foreign and Military Policy	1	31	Clerical Aide
63. Council of Hemispheric Affairs	5	5	Clerical Aide
64. Deborah's Place, Inc.	6	6	Clerical/Salesperson Aide
65. The Chinese Community Church	10	8	Office Aide
66. State of South Carolina, Washington Office	1	1	Office Aide
67. Clear Water Action Project	2	2	Office Aide
68. National Association of Counties	1	1	Clerical Aide
69. Office of the Dean of the Chapel Howard University	2	2	Office Aide
70. Transportation Assistance, Inc.	3	0	Clerical Aide
71. American Psychological Association	3	2	Mail/Print Shop/ Data Codes Aide

1/ See Item B on page 21 for total slots projected and actual.

2/ See Item C on page 21 for total projected and actual slots.

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
72. D. C. Department of Human Resources**	222	0	Community Organization Aide
73. Howard University Hospital	39	43	Clerical/Health/ General Bookkeeping Aide
74. Women Equality Action League Education and Legal Defense Fund	1	1	Clerical Aide
75. D.C. City-wide Welfare Rights Organization, Inc. - Child Development Centers 1 & 2	10	10	Office Aide
76. National Congress for Community Economic Development	1	1	Office Aide
77. National Prison Projects - American Civil Liberties Union	1	1	Office Aide
78. Pa. Youth Advocate Program, D.C. Unit	1	1	Office Aide
79. Advisory Neighborhood Commissions - Office of Community Services Coordination	66	57	Clerical/Recreational Aide
80. Wider Opportunities for Women	2	2	Library/Clerical Aide
81. American Federation of Community Credit Unions	6	6	Clerical Aide
82. The Theatre School	3	3	Technical Theatre Aide
83. National Moratorium of Prison Construction	1	1	Clerical Aide
84. Corporation for Public Broadcasting	1	1	Clerical Aide
85. National Association for the Education of Young Children	1	0	Office Aide
86. National Science Foundation	14	14	Clerical Aide
87. National Public Law Training Center	1	1	Office Aide
88. Change, Inc.	20	20	Office/Counselor Aide
89. National Association for Women, Deans, Administrators and Counselors	1	1	Office Aide
90. Coalition for Children and Youth	2	3	Clerical Aide

** Funded by CETA

AGENCY	PROJECTED SLOTS	ACTUAL SLOTS	POSITION
91. American Association of Motor Vehicle Administrators	1	1	Office Aide
92. National Women's Health Network	1	1	Office Aide
93. Washington Association for Television and Children	2	2	Office Aide
94. National Committee Against Discrimination in Housing	<u>1/</u>	<u>1/</u>	Office Aide
95. Center for Law and Social Policy	2	2	Bookkeeper/Maintenance Aide
96. Institute for Urban Affairs Research	8	6	Office/Community Organizer Aide
97. Student National Medical Association	3	3	Office Aide
98. Omega Psi Phi Fraternity	3	3	Office Aide
99. International Union, U.A.M.	2	2	Office Aide
100. Christian Communities Committed to Change	<u>2/</u>	<u>2/</u>	Outreach Service Aide
101. Howard University Law School	<u>3/</u>	<u>3/</u>	Legal Aide
102. Advisory Neighborhood Commission (ANC 6B)	3	3	Office Aide
103. Advisory Neighborhood Commission (ANC 7B)	9	10	Office Aide
104. Advisory Neighborhood Commission (ANC 7D)	4	4	Office Aide
105. Advisory Neighborhood Commission (ANC 8B)	2	2	Office Aide
106. Model Secondary Deaf	3	15	Program Aide
107. Channel Square Apartments	6	8	Community Aide
108. The Dance Project, Inc.	2	1	Arts/Dramatic Aide
109. Deaf Pride, Inc.	1	2	Office Aide
110. D.C. Survival Project	150	0	Community Aide
111. Federally Employed Women, Inc.	1	1	Office Aide

1/ See Item B on page 21 for total slots projected and actual.

2/ See Item C on page 21 for total slots projected and actual.

3/ See Item D on page 21 for total slots projected and actual.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
112.	Howard University Center for Sickle Cell	30	30	Office Aide
113.	Compared to What?	15	6	Electronics Aide
114.	National Association of Community Health Centers, Inc.	1	1	Office Aide
115.	National Committee for Responsive Philanthropy	1	1	Office Aide
116.	National Resource Center for Consumers of Legal	1	1	Clerical Aide
117.	National Society for Internships and Experimental Education	2	3	Office Aide
118.	National Network Runaway and Youth Services	2	2	Research Aide
119.	Law Enforcement Explorers - Metro- politan	7	7	Law/Counselor/ Technical Law Aide
120.	National Portraits Gallery	11	2	Clerical/Electrical Custodial/ Painter Aide
121.	African Heritage Dancers and Drummers	27	27	Dancer/Drummer Aide
122.	Catholic Charities Day Care Center	<u>1/</u>	<u>1/</u>	Community Aide
123.	Women's Institute for Freedom of the Press	4	1	Research/Clerical Aide
124.	Institute for Cultural Affairs	100	65	Grass Cutters/Print Shop/Recreation/ Maintenance Aide
125.	Community Volunteer Counseling Service	21	21	Clerical/Counselor/ Artist Aide
126.	Anacostia Economic Development Corporation	100	100	Apprentice Painters Carpenters/Inventor Aide
127.	Inalienable Rights Institute	4	7	Clerical Aide
128.	Lutheran Social Services	2	2	Office Aide

1/ See Item E on page 21 for total slots projected and actual.

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
129. National Center for Policy Alternatives	1	1	Office Aide
130. NCUEA - Vista Project	2	2	Office Aide
131. National Rehabilitation Counseling Association	1	1	Clerical Aide
132. New Theatre of Washington	7	4	Clerk/Theatre Usher Aide
133. University of Southern California (Washington Public Affairs Center)**	1	0	Clerical Aide
134. American Council of Life Insurance	1	1	Mail Aide
135. Burg Music Company	40	0	Information Aide
136. Consumer Federation of America	3	3	Clerical Aide
137. Conveyor Equipment Manufacturers Association	2	2	Office Aide
138. Joint Center for Political Studies	<u>1/</u>	<u>1/</u>	Office Aide
139. National Education Association	12	1	Office/Library/ Mail Room/Stock Room Aide
140. National League of Cities	5	5	Clerical/Shop Aide
141. National Trust for Historic Preservation	4	4	Clerical/Maintenance Aide
142. Psychiatric Institute of D.C.	5	5	Clerical/Kitchen/ Maintenance/Supply Aide
143. Rust Christian Academy of Capitol Hill	5	8	Recreational/ Lunch Aide
144. So Others Might Eat	2	4	Building Maintenance Aide
145. Source Theatre Company, Inc.	2	2	Clerical/Property Aide
146. Washington Project for the Arts	4	4	Sculpture/Building Renovation Aide
147. Visiting Nurse Association of D.C.	2	2	Clerical Aide

** Funded by CETA

1/ See Item C on page 21 for total projected and actual slots.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
148.	Williams and Lally	2	2	Office Aide
149.	The Joseph P. Kennedy Institute	10	10	Teacher/Physical Education/Industrial Maintenance/ Horticulture/Office Aide
150.	U.S. Soldier and Airmen's Home	10	10	Maintenance Aide
151.	National Commission on the International Year of the Child - HEW	9	6	Clerical Aide/ Messenger Aide
152.	Action	17	17	Clerical Aide
153.	American Alliance for Health, Physical Education	5	8	Office Aide
154.	American Heart Association Nation's Capitol Affiliation	4	4	Stock/File/Office Aide
155.	American Institute of Architect Foundation	1	1	Research Aide
156.	American Theatre Association	1	1	Clerical
157.	Art Barn Gallery	2	2	Clerical
158.	Asian American Bicentennial Cord.	20	10	Comm/Health Aide
159.	Bibleway and Golden Rule	2	0	Teacher's Aide
160.	Bureau of Rehabilitation	2	4	Maintenance
161.	Camp Fire Girls, Inc.	1	1	Office Aide
162.	Center for Environmental Education Inc.	3	4	Correspondence/ Office Aide
163.	Child Advocacy Center	1	1	Office Aide
164.	Child Development Association Consortium	7	7	Clerical Aide
165.	Cultural Alliance of G. W.	1	1	Clerical Aide
166.	Day Care and Child Development Council of America, Inc.	3	3	Clerical/Stock Cler
167.	Defense Communications Agency	18	9	Office Aide/Grounds Aide
168.	Edgewood Baptist Day Care	4	4	Teacher Aide
169.	Downtown Geriatric Day Care	2	2	Recreational Aide
170.	Efforts from Ex-Convicts	2	2	Clerical Aide
171.	Ft. Lincoln Community School	20	20	Day Camp
172.	Garden Memorial Child Devel. Center	12	12	Teacher Aide
173.	Greater Washington Ibero-American Chamber of Commerce	2	2	Program Aide
174.	Hospital for Sick Children	10	8	Clerical/Recreational/Nursing
175.	Isle of Patmos Day Care	4	0	Maintenance/Teacher Aide
176.	Laos, Inc.	11	10	Office/Day Care/ Tutor/Stock Clerk
177.	Leukemia Society of America	2	2	Clerical
178.	Matthews Memorial Baptist Church	4	5	Teacher/Office/ Maintenance Aide

AGENCY	PROJECTED SLOTS	ACTUAL SLOTS	POSITION
179. McKendree Day Care Center	5	2	Teacher Aide
180. Military Audit Project	1	1	Clerical Aide
181. NAACP	2	3	Office Aide
182. National Economic Devel. Law Center	1	1	Office Aide
183. National Rural Center	1	1	Clerical Aide
184. Nia Shule	4	1	Teacher Aide
185. National Urban League, Institute	2	1	Clerical Aide
186. Potomac Area Council of Camp Fire Girls	12	1	Day Camp
187. Robert F. Kennedy Memorial Project	16	16	Proj. Spec/Admin.
188. Small Business Administration	5	3	Personnel Admin.
189. St. Alban's Day Care Center	6	6	Teacher Aide
190. Stoddard Baptist Home	5	1	Office/Recreational
191. The Alley Library New Educational Ways	5	5	Teacher/Language Arts/Reading Aide
192. The National Black Child Devel.	1	1	Clerical Aide
193. The Grantsmanship Center	1	1	Clerical Aide
194. Thomas House Baptist Home	6	6	Nursing Aide
195. United Services Organization	4	4	Clerical/Public Information
196. Volunteer Clearinghouse of D.C.	1	1	Clerical Aide
197. Washington Streetwork Project	10	10	Clerical/Peer Counselor
198. Kingman Boys Club	10	50	Photo/Painting/Counselor Aide
199. Mt. Vernon United Methodist Church Community Development Program	15	30	Community Aide
200. Department of Energy	120	121	
a. ERA/Special Counsel	2		Clerical Aide
b. Hearing and Appeals	2		Office Aide
c. Inspector General	4		Clerical/Off. Aide
d. Resource Application	11		Clerical Aide
e. Energy Technology	34		Clerical/Off. Aide
f. Office of Comptroller	4		Clerical Aide
g. Federal Energy Regulating Comm.	2		Clerical Aide
h. Procurement Office	15		Clerical Aide
i. Policy and Evaluation	16		Clerical/Off. Aide
j. Intergovernmental Institutional Regulations	12		Clerical/Mail Aide
k. Energy Research	6		Clerical Aide
l. Committee and Board	:		Clerical Aide
m. Conservation and Solar Application	8		Energy/Office/Administrative/Planning and Policy Aide
n. EEO	3		Clerical Aide
201. Office of Criminal Justice Plans and Analysis	2	0	Clerical/Research Aide
202. D.C. Public Schools (Community Educ.)	6	6	Computer Aide
203. D.C. Department of Housing and Community Development	<u>1/</u>	<u>1/</u>	Maintenance/Clerical Office Aide
204. Catholic Charities Teenage Boys	3	3	Program/Group Work Aide

1/ See Item F on page 21 for total slots projected and actual.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
205.	Capitol Head Start	18	15	Teacher/Social Service/Clerical/ Food Service Aide
206.	City Museum Project, Inc.	30	30	Community Aide
207.	Clifton Terrace Reading & Math Center	10	10	Office/Art Instruc- tor Aide
208.	Columbia Lighthouse for the Blind	8	6	Day Camp/Counselor Aide
209.	D.C. Operations Sister United	1	1	Office Aide
210.	D.C. Street Academy	40	40	Clerical/Recrea- tional/Research/ Maintenance Aide
211.	Department of Agriculture - AMS Personnel	2	2	Clerical Aide
212.	District of Columbia Regional Resource Center	2	1	Office Aide
213.	Georgetown University	29	3	Office/Gardener Aid
214.	Georgetown University - Child Development Center	1	1	Clerical Aide
215.	Group Health Association of America, Inc.	1	1	Clerical Aide
216.	Health, Education and Service Program - Georgetown University	6	10	Ground Maintenance/ Office Aide
217.	Iona House	1	1	Recreation Aide
218.	Library Theatre, Inc.	2	2	Administrative Aids
219.	Manpower Services Planning Advisory Council	2	2	Clerical Aide
220.	Neighborhood Development Center #2	5	5	Community/Off. Aide
221.	National Association of Neighborhoods	1	1	Clerical Aide
222.	National Children's Center	6	6	Recreational Aide
223.	Northwest Cooperative Homes Association	16	16	Maintenance/Cleri- cal/Recreational Aide
224.	Southeast Service Center (American Red Cross)	4	4	Cosmetologist Aide
225.	The National Theatre	3	3	Library Aide
226.	The Textile Museum	1	1	Maintenance Aide
227.	Treasury Department	1	2	Clerical Aide
228.	U.S. Department of Agriculture - Records, Forms and Communication	2	2	Mail Aide
229.	U.S. Department of Agriculture - Forest Service	2	4	Clerical/Off. Aide
230.	U.S. Department of Agriculture - Soil Conservation Service	2	2	Clerical Aide
231.	Urban Elderly Coalition	1	1	Clerical Aide
232.	Catholic Charities Day Care Center	<u>1/</u>	<u>1/</u>	Recreation Aide
233.	Community Development Program	2	0	Program/Group Work Aide

1/ See Item E on page 21 for total slots projected and actual.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
234.	D.C. Youth Congress	65	241	Community Organization Aide
235.	Department of Army/National Guard	17	50	Clerical Aide
236.	Fellowship Urban Ministry	14	50	Program Aide
237.	Far Southeast Community Organization	5	19	Clerical Aide
238.	Far East Community Services	2	65	Clerical Aide
239.	Greater Washington Central Labor Union (AFL-CIO)	1	2	Clerical Aide
240.	Girl Scouts of the Nation's Capitol	2	12	Clerical Aide
241.	National Oceanic and Atmospheric Administration	6	5	Community Organization Aide
242.	National Zoological Park	4	14	Community Organization Aide
243.	National Black Veterans Organization	4	10	Clerical Aide
244.	Navy Department	4	4	Clerical Aide
245.	Northwest Settlement House	21	105	Community Organization Aide
246.	Neighborhood Development Center #3	24	0	Nursery School Aide
247.	River Park Mutual Homes	7	7	Clerical Aide
248.	Southwest Community House	76	100	Community Organization Aide
249.	Sparrowworld Baptist Church	8	31	Community Organization Aide
250.	The Youth Project	1	1	Clerical Aide
251.	Salvation Army	8	40	Community Organization Aide
252.	United Cerebral Palsy Association	1	1	Clerical Aide
253.	Walter Reed Army Medical Center	44	67	Community Organization Aide
254.	Women in Community Services	1	1	Clerical Aide
255.	Youth Pride, Inc.	382	500	Community Organization Aide
256.	D.C. Public Schools	151	151	Community Organization Aide
257.	D.C. Corrections (Lorton)	16	0	Clerical Aide
258.	D.C. Department of Housing and Community Development	1/	1/	Clerical/Cleaner Aide
259.	American Federation of Government Workers	2	2	Office Aide
260.	American Postal Workers Union	2	0	Clerical Aide
261.	Arrow Window Cleaning and Building Maintenance Contractor	11	0	Window/Cleaner/Office Aide
262.	Bell, Inc.	2	2	Carpentry/Bookkeeping Aide
263.	Brentwood Day Care Center	2	2	Nursery Aide
264.	Calvinade Pre-School	15	16	Day Care Aide
265.	Community Services Advisory Neighborhood Commission 7A	6	6	Clerical Aide

1/ See Item F on page 21 for total slots projected and actual.

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
266. Drake and Company	4	4	Office/Food Service Aide
267. Federal Bar Association	2	2	Office Aide
268. Federal Laboratories, Inc.	3	3	Clerical Aide
269. Free Spirit Design Company	3	3	Artist/Off. Aide
270. Howard University School of Law	<u>1/</u>	<u>1/</u>	Office Aide
271. Institute for Economic Development	2	2	Office Aide
272. Jones Day Care Center	3	3	Teacher/Office Aide
273. Kidd International Data Entry	1	1	Office Aide
274. Little Angels Nursery Schools	8	8	Teacher/Maintenance Aide
275. Loving Care Day Nursery	2	2	Teacher Aide
276. Mac Ben Company, Inc.	2	2	Office/Environmental Aide
277. M.T.I. Construction Company	6	6	Office/Carpenter/Landscaping/Cleaning Aide
278. National Council of La Raza	5	5	Clerical Aide
279. Natural Resources Defense Council, Inc.	1	1	Office Aide
280. National Audubon Society	1	1	Office Aide
281. Neighborhood Housing Services	3	5	Office/Ground Aide
282. National Association of Black Manufacturers	2	2	Office Aide
283. National Association of Life Underwriters	1	1	Mailroom Aide
284. Halvor Parris, M.D. (Radiology Office)	1	1	Clerical Aide
285. People's Involvement Corporation	3	57	Clerical Aide
286. Playland Nursery & Kindergarden	4	4	Nursery Aide
287. Public Citizen	2	7	Office Aide

1/ See Item D on page 21 for total slots projected and actual.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
288.	Randall Hyland Private School	2	2	Camp Counselor Aide
289.	Senior Citizen Center Dumbarton Methodist Church	1	1	Clerical Aide
290.	Sentry Detective Agency and Security Service, Inc.	1	1	Clerical Aide
291.	Social Systems Intervention, Inc.	2	2	Research Aide
292.	Star of Bethlehem Nursery	3	3	Nursery/Storage Aid
293.	Travelers Aid Society	4	4	File/Information Environmental Aide
294.	Washington Community Crisis Center	10	10	Office/Clerical/ Maintenance Aide
295.	D. C. Office on Aging	3	0	Office Aide
296.	D.C. Department of Finance and Revenue	10	10	Clerical Aide
297.	Office of Corporation Counsel	3	<u>1</u> /	Clerical Aide
298.	Office of the Mayor	13	22	Clerical Aide
299.	Office of Personnel Management	59	59	Office/Clerical Aide
300.	Ft. McNair Commissary	4	4	Stock/Meat Clerk
301.	Headquarters, Naval District Washington Navy Yard	4	4	Clerical/Research Aide
302.	Action Radiator	2	2	Office Aide
303.	ADV, Inc.	1	1	Office Aide
304.	Alternatives Unlimited	2	2	Seamstress Aide
305.	Allan's Ark Child Development Center	5	8	Nursery Asst. Aide
306.	American Psychiatric Association	5	5	Stock Clerk/Record Mgr./Clerical Asst.
307.	Anacostia Progressive	2	3	Nursery Asst. Aide
308.	Art Display Co., Inc.	1	1	Metal Work Trn. Clr
309.	Artistic Valet	1	1	Counter Clerk Aide
310.	Associated Minority Contractors	4	4	Recept./Typ. Aide
311.	Avigone Freres, Inc.	5	5	Soda Clk/Ice Cream Packers/Load Cater- ing Truck Aides
312.	Bakery Drivers Local Union	2	2	Maintenance Aide
313.	Bankers United Insurance	1	1	Office Aide
314.	Barn-Que Restaurant	4	0	Food Service Aide
315.	Best Printers, Inc.	1	1	Printer Aide
316.	Bob Smith Electronic Tune-Up Center	3	3	Auto parts & Driver Mechanics Aide
317.	Blackistone, Inc.	1	1	Stock Clerk
318.	Build Labor Local 74	1	1	File Clerk .
319.	Bureau of Prisons	2	2	General Clerk
320.	Candelights Foundation, Inc.	1	1	<u>Office Aide</u>

1/ These three slots included in the 59 for Office of the City Administrator.

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
321. Catholic Youth Organization	4	4	Recpt./Clerical Aid.
322. Center City Research & Marketing, Inc.	7	7	Clk.Typt./Mnt. Aide
323. Center for Handicapped Individuals, Inc.	14	0	Communications Aide
324. City Wide Learning Center	55	5	Off./Comm./Nutritio Child Devel./Social Work Aides
325. Columbia Road Children's Center	1	8	Counselor Aide
326. Community Legal Clinics	2	2	Clerical Aides
327. Congress Watch	2	2	Office Aides
328. Custom Camera Service, Inc.	2	2	Tech/Sales Per. Aid
329. D.C. Concerned Citizens Caucus - National Alliance of Postal Workers	10	13	Office Aides
330. D.C. Concerned Citizens - Theatre Proj.	5	5	Theatre Aide
331. Delta Sigma Theta	2	2	Office Aide
332. Division Paint Hardware	2	2	Stock Room Aide
333. East Atlantic Construction Co., Inc.	5	5	Off. & Laborers Aid.
334. Edward Mazique, M.D.	1	1	General Clerk Aide
335. Enterprises for New Directions, Inc.	2	2	Clk-Typt./Writer Aid.
336. George Washington Univ. - Reading Cntr.	2	2	Office Aide
337. Gray Panthers of Metropolitan	1	1	Office Aide
338. Harambee House	10	7	Housekeeper/Clerical Maintenance Aides
339. Hayes Motel	4	4	Housekeeper/Maint. Engineer Aides
340. Hoods Pest Control	2	2	Servicemans Aide
341. Lawrence Johnson Associates, Inc.	5	5	General Aides
342. Maranatha Day Care Center	6	6	Nursery Asst./Main- tenance Aides
343. Metropolitan Washington Planning & Housing Association	2	2	Office Aides
344. National Association of Home Builders	2	2	Office Aides
345. National Capitol Region National Park Service	77	7	Maint./Off. Asst./ Program Aides
346. Nation Positive Action Center	2	2	Teachers Aides
347. National Women's Education	1	1	Office Aide
348. Natural Day Care	1	1	Nursery Asst. Aides
349. Power LTD	2	2	Office Aides
350. Rutland Courts Apt. Bldg. Coop.	1	3	Gardener Aide
351. Tyroc Construction Corporation	5	5	Const. Yard Helper/ General Asst. Aide Engineering Aides
352. W.H. Brewton & Sons, Inc.	1	1	Stock Clerk Aides
353. Yes Education Society	1	1	Office Aide
354. YWCA-MCA	12	0	Youth Counselor Aid.

	<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
355.	Headquarters - U.S. Army Development and Readiness Command	3	1	Office Aide
356.	Urban Mass Transportation	10	10	Reader/File Clerk/ Recpt./Clerk-Typ./ Messenger/Computer Aide
357.	Office of Inspector General	1	0	Clerical Aide
358.	Board of Appeals and Review	2	25	Clerical Aide
359.	Arthur Andersen & Company	1	1	Messenger Aide
360.	Union Hardware	2	2	Hardware Aide
361.	D.D. K. Distributors, Inc.	3	3	Recpt. Aide
362.	D.C. Lucas Founders Inc.	1	1	Research Aide
363.	Winston & Williams Association	1	0	Office Aide
364.	Shelton's Market Basket	8	14	General Clerks/ Stockroom Aides
365.	Foundation for Community Creativity	2	2	Office Aides
366.	Alpha Reporting Services	1	3	Office Aides
367.	Back Fashions	5	5	Maintenance Aide/ Stockroom Clerk Aid
368.	William C. Smith	2	2	Maintenance Aide
369.	First Federal Savings and Loan	1	1	File Clerk Aide
370.	Industrial Bank of Washington	2	2	Office Aide
371.	Mac's Clothing Store	1	1	Salesperson Aide
372.	Birney Elementary School	2	2	Office Aide
373.	Osborn's Orthopedic	1	1	Store Clk. Aide
374.	Eunice's Children's Wear	1	2	Salesperson Aide
375.	The General Store	8	6	Salesperson Aide
376.	S.S. Production	2	2	Salesperson Aide
377.	Firestone Tires	1	1	Shop Aide
378.	Aero Chevrolet	4	0	Maintenance Aide
379.	Boyd's Reproduction Specialists	5	5	Photographic Aide
380.	Flagg Brothers Shoe Store	1	1	Salesperson Aide
381.	Aerospace Industries Assoc.	1	1	Office Aide
382.	Hardy's Shoes	3	3	Salesperson Aide
383.	Kinney Shoes	2	0	Stockroom Clk. Aide
384.	D.C. Chapter - American Red Cross	6	6	Office Aides
385.	Reliable Delivery	10	0	Stockroom Clk. Aide
386.	National Bankers Association	2	2	Office Aides
387.	O'Neil Painting Contractor	4	0	Painter (Aide)

<u>AGENCY</u>	<u>PROJECTED SLOTS</u>	<u>ACTUAL SLOTS</u>	<u>POSITION</u>
388. New Playwright's Theatre	1	1	Theatre Aide
389. American Association for Advancement of Science	1	1	Office Aide
390. Columbia Electrical Supply	1	1	Warehouse Aide
391. Capitol Hill Homemaker Aide	1	1	Office Aide
392. Afro-American Datanamics	2	2	Computer Aide
393. Pabon, Sims, & Assoc.	1	1	Messenger
394. Willis Carpet & Tile Center	3	3	Maintenance Aides
395. Duron Paint Mfg. Co.	25	0	Paint Packagers Aide
396. George F. Warner Co.	4	4	Plumbers Asst. Aide
397. D.C. Concerned Citizens Caucus - Marketing & Sales Project	100	100	Salesperson Aide
398. D.C. Department of Housing and Community Development—	<u>1/</u>	<u>1/</u>	Carpentry/Electron- ics/Clerical/ Cleaners/Building Maintenance/Office/ Community Outreach/ Custodial/Grounds- keeper Aide

1/ See Item F on page 21 for total slots projected and actual.

I. Duplicates listed on Original Projection.

	<u>Projected Slots</u>	<u>Actual Slots</u>
A. Southeast Neighborhood House (Items 7 and 22)	144	50
B. National Committee Against Discrimination in Housing (Items 52 and 94)	2	1
C. Christian Communities Committed to Change (Items 39 and 100)	12	6
D. Howard University Law School (Items 101 and 270)	9	9
E. Catholic Charities Day Care Center (Items 122 and 232)	2	1
F. D.C. Department of Housing and Community Development (Items 203, 258 and 398)	3,498	2,027
G. Joint Center for Political Studies (Items 59 and 138)	6	1

II. Allocation of slots which were not included in the Original Projection.

<u>Name of Agency</u>	<u>Actual Slots</u>
Adelis Blue Room and Calvery, Inc.	3
Adult Education Association	2
Afro Unisex	1
Air Conditioning Contractors	1
Air Force Association	1
Air Transport Association	5
Alberta Weaving	1
Alcohol and Drug Problems Association of North America	2
All Weather Janitorial Service	2

<u>Name of Agency</u>	<u>Actual Slots</u>
Allen Chapel AME Pre-School	1
Alpha Kappa Alpha Sorority, Inc.	5
Alpha Process Co., Inc.	2
Alternative Waste Water Management	1
American Association of MFSBICS	3
American Association of Retired Persons	3
American Blood Commission	1
American Cancer Society	4
American Chemical Society	1
American College Health Association	2
American Council on Education, Office of Women in Higher Education	1
ADA (American Democrats for Action)	1
American Education Research Association	1
American Geophysics Union	2
American League of Anglers	1
American Planning Association	1
American Radio Telephone Service (TASCO)	7
American Security Bank	3
American Society for Public Administration	1
AU - Alumni Records	2
A.U. Career Planning and Placement	4
A.U. Cassell Center	9
A.U. Child Development Center	2
A.U. Financial Aid Office	2
American University-School of Gov't. & Public Administration	1
A.U. Student Activities and Special Services	1
American University-Student Confederation	2
A.U. Student Life	1

Amvets Thrift Store	6
Amvets Thrift Shore	8
Anacostia Kiddy Academy, Inc.	6
Analysis Group, Inc.	1
Andrew Office Product	1
Anglemeier Construction, Inc.	3
Anheuser Busch	5
Animal T.V. Trainers	2
Answering Service Inc.	1
Antique's Contemporary the Porters Group	1
ARA Food Service Co., Inc.	3
Area A. Planning Council	4
American Federation of Greater Washington	3
Army Times Publishing Company	24
Armise Cosmetics Distributors	2
Arrow Drycleaning Plant Corp.	1
Associated Pharmacies, Inc.	4
Association for the Education of the Deaf	2
Associated Pharmacy and Surgical	2
Association of Black Psychologist	2
Association for Intercollegiate Athletic	1
Association of University Programs in Hospital Health	2
Atlantic Realty	1
Atwood Transport Line, Inc	4
Automated Data Ron	1
Automotive Dismathers and Recyclers of America	1
Aztech Corp.	3
A \$ A Athletic Rec. Inc.	2
A & K Meats	2
Ability Search, Inc.	1
African Wildlife Foundation	1

American Advertising Federation	1
Alwyn Apartments	2
American University Affiliated - Programs for the Developmentally Disabled	1
BA Ace and Company	1
Bannister Transportation	2
Bargain Fair	1
Batchlor Construction, Inc.	1
Bumgarden Company of Washington	1
Beacon Printing Co.	2
Bell Cab Association	1
Bergerie Decorating & Uphostery Co.	2
Berkus Group Architects	1
Berlin Brer's Animal	2
Blues Seafood and Delly	3
Black Box Magazine & Watershed Fd.	2
Bond Management Co.	1
Boyd's Carry Out & Restaurant	2
Brawner Co., Inc.	1
Browdy & Neimarb	1
Broadcast Publications, Inc.	1
Brookings Institute	1
Brookland Hardware Co.	1
Brooks Upholstery	2
Burton's Day Care	5
Byron Motion Pictures	2
Caldwell Homes	20
Calvindade Beauty Salon and Shop	2
Campbell Day Care Center	1
Capitol Carpet Cleaning	1
Capitol Paper Co.	1
Capitol Professional Center, Inc.	4
Capitol Reclamation Corp.	5

Catholic University Department of Drama	1
Catholine Hill Association, Inc.	1
Center City Community Service Agency	7
Center for Women's Policy Studies	2
Chamber of Commerce	4
Charles Smith, Esq.	1
Cheek Institute, Inc.	10
Christian Action Center	3
City Sights Tour	2
Classic Clothing	4
Classic Clothing, Co.	5
Cleaning by Smitty's	2
Colonial Storage	4
Commercial Photographers	1
Communication Workers on America	5
Communities Realities Project	3
Comptroller of the Currency	13
Congress Heights Civic Association	3
Connecticut Avenue, Ltd.	2
Corporate Insurance Management	3
Council for a Livable World	1
Council of Better Business Bureaus	4
Council of Churches	12
Creative Universal Products	2
Crispus Attacks	6
Critical Mass	4
C.W. Real Estate	3
Chinese Cultural Center	9
Central Avenue, Market	1
Champion Trophy	5

Capitol Supermarket	3
Clover Corp.	3
Curtis Management	1
Customs Reality	1
Cardozo Band	40
Charles O. Stott	3
Covenant Early Child Center	3
The Davis Center	8
D.C. Armory Board	4
D.C. Coalition for Youth	5
D.C. Concerned Citizens	300
D.C. Public School Special Education and Comm. Schools	7
Dean's Beauty Salon	1
Deleuw Cather & Co.	12
Dependable Courier & Delivery Service	2
DeSales St. Developers, Inc.	1
Design East Interiors, Inc.	3
Dickies Cleaners	1
Dingle Association, Inc.	1
Diplomat National Bank	1
Doctors, Clark, Greenfield Chartered	6
Doctors, Latta & Morrison, DDS	1
Doctor's Supplies, Inc.	1
Discount Food Store	2
Dorchester Market	2
Eastern Cab Co.	1
Ebonique Secretarial	1
Ebony Inn	3
Edwards Hardware	1
Edward's Fox & Co.	1
Enterprise World Travel	1

Ewell Finley, Inc.	1
East Coast Headstart	1
Fabricare Drapery Cleaners, Inc.	1
Faith Construction, Inc.	2
Fendall House, Inc.	20
Ferguson Construction Co.	7
Fire Hydrant and Pet Shoppe	1
Fleming Manufacturing Co.	5
Flowers by Powell	1
Fort Lincoln New Town.	10
Frank Gordon Printing	1
Frederick Douglas Program	1
Fragers Hardware Co.	2
Ft. Chaplin Apartments	3
Fifteenth Street Community Market	2
Gas Light Corporation	10
G & T Sport Center	2
G.W. Health Plan	1
GELTECH	1
General Electric Co.	2
Glover Park Apt.	1
Goldberg Margaret Elementary	1
Goodhart Printers, Inc.	2
Greater Washington Business Council	3
Grout & Kovner	2
Guild Speciality Co.	5
Greater Washington Business	3
Galaxy Systems, Inc.	2
G & G Grocers	1
Government Info. Services	1
German Shepard Center	20
Hadley Hospital	2

Hair Locke	4
Hamilton Hardware	1
Harrington Hotel	2
H. J. Turner Real Estate Agency	2
Hospitality House	2
House of Ruth	10
Howard University	2
Howard University School of Denistry	8
Information Industry Association	1
Inter City Communications	1
International City Management Association	1
International Energy Assoc. Limited, Inc.	3
James A. Davis Advertising & Design	1
J.B. Kendall Co., Inc.	2
Jones Wells Associates	3
Jotney Secretarial Service	1
Judd & Detweiler, Inc.	4
JJJ Management Corp	20
Karavan Productions	20
Kiplinger Editors	9
Land B. Printing	2
Lewis International School	4
Lion Eye Bank	1
Linens of the Week	4
Louis Atkinson, M.D.	1
Leva, Harves Law Firm	2
Mann Co.	6
Massey Enterprise	8
Mayflower Hotel	1
Mayors Committee on the Handicapped	41
McCloud Corporation	2
McLachlen National Bank	3

McLaughlin Oldsmobile	0
Margaret Goldberg	1
Marlborough House Apartments	4
Merchant Tire Center	1
Metro Motors	3
Metro Washington Minority Purchasing Council	1
Midas Muffler Shop	2
Miles Glass Co.	1
Minority Contractors Assistance Project	2
Montello Market	2
Naiman Photography Studios	1
National Abortion Rights League	2
National Alliance of Business	3
National Applicators, Inc.	5
NAACP Legal Defense Fund	1
National Association for Girls & Women in Sports	1
National Association of Minority CPA Forms	1
National Association of Pastoral Positions	1
National Business Services	1
National Coalition for Adequate Alcoholism Programs	3
National Kidney Foundation	1
National Frate Claim Council	1
National League of Families	1
National Lyric Opera Co.	24
National Neighbors, Inc.	4
National Student Association	7
National Technical Assoc. Inc.	1
National Urban Coalition	5
National Youth Workers Alliance	1
National Org. for Women	2

Nelson Beck of Wash., Inc.	1
Nelson House of Beauty	4
New Jerusalem Missionary Baptist Rec. & Skills Center	5
New Trans Century Foundation	3
Norman Bernstein Management Inc.	3
National Society for Internships & Experience	3
National Community Action	2
N.E. Supermarket	1
Nutritional Review Manager	1
Office of Latino Affairs	2
Ottemberg Bakers, Inc.	3
Outlook Mens Wear	2
Oxford Real Estate	2
Panesco Interior & Exterior	2
Parent Child Center	6
Peat, Marwick, Mitchell Co.	1
Peoples Drug Store	88
Pepco	3
Phi Beta Sigma Fraternity, Inc.	2
Positive Futures, Inc.	2
Potomac Food Distributors, Inc.	2
Printing by Hickman	1
Professional Management Association	2
Peachers 'N Cream	12
Punkin Patch Pet Center	1
Peoples United Federal Credit Union	6
Parkland Apts.	3
Park Naylor Apts.	1
Penn View Apts.	2
Quality Fence Co.	1
Redback & Parsons	1

Refrigeration Supply Co.	2
Resources Inc.	1
Richard McLean Properties	1
Robert G. Mason's Funeral Home	2
Roberto's Auto Service	2
Roy Littlejohn Co.	2
RTCA Radio Technical Commission for Aeronautics	1
Russell Hayes, Inc.	1
Rolands of Capitol Hill	1
Rainbow Fish Market	2
Sakir Interior Company	1
Security Consultants Unlimited	3
Shabazz Dry Cleaner	1
Shelton's Hair Gallery	2
Silver Image	1
Slate Furniture Co.	1
Smith Delicatessen	1
Society of American Wood Preservers	1
Southeastern University	4
Spotlight Newspaper	2
Stanford Paper Co.	2
Star Lab Electronics Service Center	4
Sterling Textile Service	3
Student Housing Referral	1
Sultan Campbell Association	1
Summer Reading Institute	2
Superior Carpet Shop, Inc.	2
Sullau Campbell Association	1
Saval Director, Inc.	2
Sacred Heart	6
Shabazz Bakery	2

Shirley Middleton	1
Standard Drug Co.	5
Stern Chemical co. Inc.	1
Suitland Parkway Overlook Apts.	4
Thompson & Texaco	1
* Thompson's Cleaners	3
Thrifty Business Supply Center	2
* Transcultural Communications	3
Transportation Auto Sales	1
Tynishas Art & Gift Shop	1
Thompson Elem. School	2
United States Student Association	2
U.S. Book Exchange	3
Urban Resource Consultants	2
Village Gate Records	2
Walker A. Williams & Co. Inc.	1
Washington Building Trade Council	1
Washington Gas Light	1
Washington Hospital Center	45
Washington Informer News	2
Washington Metro Are Transit Authority	4
* Washington Plating, Co.	2
Washington Review	1
* Wash. Semester Program	2
WHUR-FM	1
William Dixon MD.	1
Winslow Paint & Wallpaper	2
WMATA Metro	4
Women's Internat'l League of Peace & Freedom	1
World of Imagery	1
W.S. Jenbs & Sons	2
Wedding Salon Caterers, Inc.	2

W. H. Boone & Co.	5
Wilmer, Cutter & Pickering	2
Wise Black Jeffrees & Dove	3
Yale Market	3
YWCA/Phyllis Wheatley	5
Zodiac Record Shop	4
A&N Sales Inc./T.A. McBrides	8
Al the Kidd Promotions	2
Americans for SALT	2
ANC 6C	20
Arrow Home Realty	2
Associated Press	2
Baber Webster	2
B&B Caterers Rental	2
Berners Asset Mgt. Co.	2
Capital Hill Arts Workshop	10
Dears Realty, Inc.	7
Galvinston Apts.	1
GWU - Health Plan	3
Gerri's International Records	2
International Personnel Mgt.	1
Kittrells Beauty	2
League Conservation Voters	1
Mahoghany Travel Agency	1
Multiple Sclerosis Society Nat'l Chapter	1
No Greater Love	1
Ontario Lakers	30
Park Southern Apts.	8
Potomac Photo Supply Rentals	1
Premier	1
Regal Custom Cleaners	2

Neighborhood First Aid Program	25
Pureman Industries	2
United Indian Planners Assoc.	1
Theatre of Sorts	2
Speedy Rubber Stamp	2
* Segel Music Mgt. Co.	2
R. W. Horad Realators	1
* Tri Unity Photography	2
U.S. Conference of Mayors	3
VR Variety	2
Wash. Air Compressor Rentals	2
Washington Circle Market	1
Center for National Policy Review	1
Western Pharmacy, Inc.	1
Police Executive Research Forum	1
Pat Toney Associates	1
Local 1734 Art Collectives	1
Today Press	3
Metro Papers	5
BLK Group	2
Bureau of Social Science Research	4
* Red Eagle Enterprises	2
Day Care & Child Dev. Council of America	3
* Officers Service Club	4
Office of the People Council	2
Old D.C. Jr. Village	4
Oxford Manor Apts.	2
Security Consultants Unlimited	3
Army Recruitment Station	2
Ontario Liquors Store	2
Ivy City Human Dev. Corp.	20
Org. of States	6
Anacostia Paperworks	2

<u>Name of Agency</u>	<u>Projected Slots</u>	<u>Actual Slots</u>
Health Related Occupations Skills Program		15
Department of Army - Military District of Washington, Finance & Accounting Office		31
Department of Interior		2
Office of Human Development Services -HEW		44
U.S. Department of Labor Day Care Center		7
HEW - Office of the Secretary		10
Smithsonian Institution Office of Horticulture		10
Smithsonian Institution Office of Plant Services		4
Smithsonian Institution Office of Personnel Administration		1
Arts Industrial Bldge. - Smithsonian Institute		10
D.C. City Council		24
GRAND TOTAL	<u>8,600</u>	<u>8,475</u>

PLANS FOR NEXT SUMMER'S PROGRAM

Senator LEAHY. I wonder if you could tell us, Mr. Clay, what plans you have for next summer? Do you think you will be able to handle more or less jobs than you did this past summer?

Mr. CLAY. I think we can handle more. As a result of our experience last year and the evaluation that we did of the program we have started planning already. We have a full-time summer program coordinator and I think summer supervisors have a better idea of what they can expect from the youth to enable them to be better organized and we will be better organized to receive the youth and be sure they have a meaningful work experience during the course of the summer.

Senator LEAHY. Do you think there is a realistic limit to the number of youth your department can handle?

Mr. CLAY. There is a limit, yes.

Senator LEAHY. Do you—well, I am sure there is, but do you have a ball park figure of what that might be?

Mr. CLAY. I would say that we could add 1,000 youth over the number we had last year and still see that those youth could have a meaningful work experience.

IMPROVEMENTS IN NEXT SUMMER'S PROGRAM

Senator LEAHY. If you would try to be very frank about it, what are the kinds of improvements that might be made in the program by the District of Columbia Labor Department? I think Mr. Ford and others would be very pleased to have you speak very frankly because they are obviously looking at this. They want to correct any mistakes that have occurred last summer. They want to make the program work a lot better next summer.

What would you do to make it work better, just from your own experience?

Mr. CLAY. From our perspective, we had problems because of volume and numbers, I am sure, but the problems of youth getting paid; being able to process paper in a timely fashion; inability to get information in a timely fashion were the major problems. While every youth that joined our department went through a day of orientation we found that that was not necessarily enough of an introduction to what they were supposed to do.

We certainly have to have a more formalized kind of acceptance process in bringing them on. But the pay, in terms of the problems we experienced, was one of our primary problems.

Senator LEAHY. Do you want to elaborate on that just a little bit? Do you mean the time in getting the pay to the youth or what?

Mr. CLAY. The process. We were responsible for time and attendance, and once we had collected the forms those forms would be forwarded to the Department of Labor and they reviewed them and then the actual paycheck came through the Department of Labor.

I think that there were some procedures and processes that have to be improved from us and from the point of view of the Department of Labor to be sure the youth are paid on time. But by far the biggest complaints we got were that the checks sometimes were late or they didn't get a check.

Senator LEAHY. Did you want to add to that?

Mr. GLEE. One of the problems was with the orientation and the massive number of people at the same time being orientated. If we were broken down into smaller groups it could be carried out throughout the summer. I think then it would resolve itself, and there would be additional information that could be shared with the young people.

Also I would like to add that in addition to the kids we had this past summer, next summer we plan to embark upon a greater energy conservation program as well as a preventative maintenance program which we can involve a lot more youth in changing faucets, calking of windows which will help us in the coming winters, and so on.

Senator LEAHY. Thank you. Deputy Director Clay, Ms. Mack, Mr. Glee, thank you very much.

Mr. CLAY. Thank you, Mr. Chairman.

DEPARTMENT OF RECREATION

STATEMENT OF WILLIAM H. RUMSEY, DIRECTOR

ACCOMPANIED BY ROBERT J. FLEMING, ADMINISTRATIVE OFFICER

INTRODUCTION OF WITNESSES

Senator LEAHY. Now if Dr. Rumsey of the District of Columbia Department of Recreation could come forward, please. It is good to see you again, Dr. Rumsey. And would you also introduce your associate for the record.

Mr. RUMSEY. Thank you, Senator Leahy. With me is Mr. Robert Fleming, who is our Administrative Officer for the Department of Recreation.

Senator LEAHY. Mr. Fleming, we are glad to have you here with us today.

Mr. FLEMING. Thank you.

PROGRAM OPERATED BY DEPARTMENT OF RECREATION

Senator LEAHY. Dr. Rumsey, I know that you must have been following some of the discussion of the summer youth program and I know that the investigators from this committee talked to your department.

There was discussion of the Department of Recreation last week when we had the hearings, and there were others who have commented in relation to that hearing. In the reports that we got back the most heavily criticized area of the summer jobs program was the program run by your department.

Now, in fact I don't know if you have read our investigations staff report but it is to be noted for the record that the report recommended either a drastic cutback or elimination altogether of recreation sites in future programs. I am advised that is a fair analysis of the investigation report.

That is a fairly heavy indictment. Your department had an allocation of 3,700 jobs. They were all funded through CETA. Now, with that large a number you were able to provide only 1 supervisor for every 75 youths. Was that overly ambitious? In retrospect was that overly ambitious?

Mr. RUMSEY. I would say in retrospect, No. 1, let me just say in a department like the Department of Recreation—and out of all respect to all of the evaluators—I am sure that in a department of recreation that the definition of "work" in a play atmosphere could be rather difficult for some individuals. So I would not feel that it was overly ambitious even though we did, Mr. Chairman, learn some things in spite of our prior planning.

In prior planning, we did orientation for all of the programs and I am talking about 373 different sites now. We planned in each of the divisions and the programs orientation and we had it all together. However, with the large numbers and with the nature of the informality in planning and in providing play atmosphere for the citizens of the District of Columbia it could very likely appear that we did not have a handle on accountability, on work assignment, and certainly on meaningful work experience, but I submit to you that while we look at the large numbers that we have we learned that we certainly need to start early and train leaders that are not in our Department throughout the year but we need to train individuals to substitute and to work with our present staff in order to gain a greater supervisory responsibility. However, Senator—

Senator LEAHY. Is that being done with anticipation for next summer?

Mr. RUMSEY. Yes, sir, this is what we are doing in preparation for next summer. We have met with some of the Labor Department people and have given them the benefit of our experiences of this year.

TYPES OF RECREATION JOBS

Senator LEAHY. Well, I understand that working in a recreation site certainly is not the same as working at a construction site or anything like that, and I am sure that many others who have looked at this feel similarly. I have worked both at—I don't mean to be giving my job résumé here—but I have worked at everything from digging ditches to being a chambermaid, in effect, waiting on tables to being a trash collector. So I have worked at various and varied jobs for summer work experience. Some of the jobs were part time even after I was a lawyer because starting lawyers don't make all that much money. What I am saying is I have some understanding that as you go from a recreation area to something else you have a different way in which things are done.

But some of the sites that were visited were found to have large numbers of young people doing absolutely nothing. Now, can you address yourself to that a little bit, sir?

Mr. RUMSEY. Yes.

Senator LEAHY. And could you tell us what kind of jobs were involved, give us some examples of the kinds of jobs the young people would be doing.

Mr. RUMSEY. Yes, sir.

If you notice, and I think if the observers will also verify with their notes, jobs like office jobs, individuals were visibly busy at. Jobs in areas like our maintenance where there was painting going on, they were working with craft persons in plumbing, also in carpentry, also in horticulture—in those areas it was obvious that the individuals were producing and you could measure visibly as well as on a time basis very clearly the kinds of jobs they were doing.

BANNEKER RECREATION CENTER

On one occasion a visit that we had at Banneker Recreation Center, which was a meeting place for—

Senator LEAHY. Where was that?

Mr. RUMSEY. Banneker. The Banneker site was a site where a number of youngsters would meet and we would transport them from that site to one of something better than 35 other sites in cultural activities, such as drama and music and other kinds of mobile recreation units operating out of the cultural activities; and they were meeting at that particular site to be transported to several other sites.

So, therefore, the number of youngsters that were assembled there did give the appearance that they were there to work at that site, but they—

Senator LEAHY. But, Doctor, let me just tell you that we have from the U.S. Labor Department's monitoring group some of the notes on Banneker. Let me just read them to you in summary form:

Banneker Recreation Center: Too many kids; too many not working; engaged in recreation activities; nonexistent time and attendance records; time projected 4 days ahead; paid-for lunch; no collective action taken though there has been monitoring; no supplies; paychecks distributed by same person verifying timesheets; 83 youths signed in on July 31, 1979 and 20 did not sign out; most signed in and out at the same time. Monitor visited only once on July 31, 1979; she did not tell Mr. Mollins anything about time and attendance procedures; problems continued to mount up concerning the Department of Labor monitoring; small amount of monitoring done is worthless.

Is there a real problem there?

Mr. RUMSEY. No; I feel that the nature, again, of the utilization of youth, particularly in cultural activities where they were working extremely long hours, there were work changes where individuals were signing in. We immediately corrected the signing in and signing out because they were going to be in a far section of the city most of the day and then coming back for performance in the afternoon.

Of course the accountability question—we immediately moved to have a more uniform type of accountability for that particular division but due to the nature of operations where they may do a show in the morning, and they may do another show in the afternoon and then do a long show that same night, therefore, the signing in and signing out was presented to us as a problem. But if—

NUMBER OF SUPERVISORS PER YOUTH

Senator LEAHY. Well, is part of the problem the fact that you have only 1 supervisor for every 75 youths?

Mr. RUMSEY. Well, this is the area that I spoke about initially. We feel that we have learned that the individuals that were sent to us as supervisors to assist in these large numbers were not sufficiently trained enough in advance that would have given us the kind of coverage that the observers would have liked to have seen, or would have been greater satisfied with as to the uniform accountability.

PLANNING FOR NEXT YEAR'S PROGRAM

Senator LEAHY. Dr. Rumsey, you have a situation where you have 3,700 youths to handle, and you're obviously looking toward next year. How do you plan this now? Do you see enough difference in the kind of procedures and the personnel that you are going to have to handle

this for next year so that you will be able to handle 3,700 again, or would it be necessary for your Department to cut back on that 3,700 and thus remove some of the problems?

Mr. RUMSEY. Well, we do not rule out cutting back providing we cannot follow through with a plan that we have worked out with the Labor Department. That is, that—

Senator LEAHY. When would we know whether you want to cut back or not?

Mr. RUMSEY. We would know well in advance because we would make the request for worksites again next year as we did last year. We are going to identify worksites but we are going to get early-on more mature individuals to work as supervisors and when we have orientation we are going to have to train individuals to help us in a more meaningful way in order to tighten supervision in that play atmosphere.

TARGET DATE FOR NEXT YEAR'S PLAN

Senator LEAHY. But, Doctor, when will you know how many people you will be able to take on? And when will you know whether you are going to have adequate supervisory personnel? Give me a date, if you could, sir.

Mr. RUMSEY. We are targeting, hopefully, for the first of May, when we will have a training program in position and we will certainly be able to make a more definitive type of statement as it relates to the number of people that we should have in a supervisory role.

Senator LEAHY. So May 1 is when you will know whether you will be able to handle 3,700 youth, or whether it will have to be a smaller number?

Mr. RUMSEY. This is our target.

Senator LEAHY. But then if we are starting this program in June, that doesn't give you much time for errors being made, does it?

Say you missed that target date of May 1 by a couple weeks, and you came and told the city, "No, we can't handle 3,700. We could handle 2,000." The city would have to try to find someplace to put another 1,700 youth. Are you leaving enough time in that kind of a target?

Mr. RUMSEY. We are using May 1 as a final date but we will have indications as early as March about our training program that we used last year, and which we will be using again this year, for training more supervisors to help us with the vast numbers of youth that come to us.

DESIRED SUPERVISOR/YOUTH RATIO

Senator LEAHY. What should be the ratio between supervisors and youth?

Mr. RUMSEY. It depends on the activity, sir. In some areas we can, for example, in cultural activities, such as in music it may be one thing; in drama it may be another; whereas, on an open playground or at a swimming pool we would have a different ratio. But we are certainly moving to train far more in the area of supervision and group leadership than we did last year.

Senator LEAHY. Well, I realize it would vary depending upon where you are, but it averaged 75 to 1 as your ratio last year. I realize that that might mean in some cases it's 100 to 1, and in other cases 50 to 1 or whatever. But in talking about this 3,700 total number of youth, what would you envision would be the overall ratio next year?

Mr. RUMSEY. I would say the optimum of 10 to 1. If we are going to use an older supervisor, I would hope that we could get down to 10 to 1, at least 10 to 1 as a ratio for supervision on the part of the older employec in the role of the leader.

Senator LEAHY. So it is a very, very substantial change then?

Mr. RUMSEY. It would have to be a substantial change.

Senator LEAHY. We are talking about 7 or 8 times as many supervisors.

Mr. RUMSEY. Definitely.

Senator LEAHY. Would you say that that is the most important change that would have to be made in this program?

Mr. RUMSEY. Well, I would say in supervision, yes, sir, because the worksites which, as I earlier stated, are so spread, we used 373 worksites during this past year. We feel if we tighten up on more supervisory training to assist, we can eliminate most of the observed deficiencies that came up this year.

Senator LEAHY. I know the Department of Labor closed a couple of those recreation sites; is that correct? Last summer they closed a couple of them?

Mr. RUMSEY. They did close two sites, yes.

Senator LEAHY. What happened to the young people who were working there at those two sites?

Mr. RUMSEY. They were reassigned.

Senator LEAHY. How many were involved?

Mr. RUMSEY. There were approximately 100 or 150, that were involved in those two sites that were reassigned.

SUGGESTIONS FOR NEXT YEAR'S PROGRAM

Senator LEAHY. Thank you, Doctor. I appreciate your testimony and if you have any suggestions or recommendations that you would like to make to the committee as to the changes that could be made as to where this whole program could be improved, we would be delighted to hear from you.

Mr. RUMSEY. Mr. Chairman, we plan to review strenuously the observations made by the committee. We certainly appreciate them and certainly plan toward eliminating the negative side of it. We feel that the work experience that the youngsters get may not in some cases, as they operate in a play atmosphere, be similar to some of the other kinds of work experiences. We will be working toward providing that kind of information to this committee along with our plans and justifications for our prior planning efforts to eliminate the observed deficiencies of the last year and certainly if we cannot improve on supervision then we will be in a position to say that we cannot do a positive job of supervising and delivery for a positive experience for youth next year; but we feel that we can do it.

CHAIRMAN'S SUPPORT OF SUMMER JOBS PROGRAM

Senator LEAHY. Doctor, I hope so, because as I said last week at the hearings, our committee is holding the hearings not because we want to find some way to cut out the youth program no matter what the price tag might be, but rather because I think that the members of the committee, members of both parties, are very, very much concerned that we do have a summer youth program and I think that the Mayor is to be commended for wanting one. I think that one has to only walk around the city, and you realize the need for it. I used an example last week of the fact that any one of us could walk out the door of these marbled halls here and walk for about 10 minutes and we are going to leave a building reeking with affluence and go to—in just 10 minutes time—we are going to be in neighborhoods where 15- and 16-year-old young people are looking forward to 50 or 60 years of just one deadend after another. You find 15-, 16-, and 17-year-old young people with absolutely no hope in their soul at all. They are old men and women while they are still young teenagers.

If there is any time in their life when they should be looking forward with the greatest amount of hope and optimism and excitement for life, they are at that age as teenagers. But they are already old and they are already closed off in many cases, they have no hope at all.

Really, Doctor, all of us have such a strong responsibility to do something for them and I can't help but feel that alot of that is because of neglect over years and years past. I made clear last week that I blame the Congress just as much as anybody else that seems indebted to this bifurcated type of rule that is neither fish nor fowl, and we have done things in ways that we are neglected and the city is neglected. It needs its own people.

We do everything possible to smooth the lives of the tourists who come here—and tourists should come to the Nation's Capital—but we do it to make sure everything works very, very well for people who can pack up from wherever they come from—whether it's Vermont or California or anywhere else if they can afford a trip to the District of Columbia—and leave a nice happy life where they come from and come here and have a nice happy life and say, "Wasn't that nice? We looked at the monuments and we saw all the lights at night, and the President went by in a limousine" and so on. But the ones that stay all the time, these young people, the door is closed on them. We open the door a little bit with this summer youth employment program but if we fail we just slam the door again and that's just one more door that's been slammed on these young people.

How many times can the door be slammed before they will never ever try to open a door again, ever? You know, it just absolutely distresses me, it really does. It is just not Washington, D.C. either. I used a good example last week, when I said you can go into what we call the northeast kingdom of Vermont, probably one of the most beautiful places in the United States, and people constantly come there to show how beautiful it is and they photograph the mountains and the foliage and they never go a quarter-mile off the main roads and look at the

tarpaper shacks where people live even in -25° weather barely staying alive. They are also getting the same doors slammed in their faces, the same doors that are being slammed down here.

You know, Doctor, you and I have a great deal to be thankful for in life, and we have a responsibility to these young people because they are our children. They really are. And if we don't do something for them, if you don't, if I don't, the city doesn't, who is going to? Who is going to do it? I realize I am preaching to the converted. I know you feel the same way but it is just so frustrating watching a program that is so well-intentioned make mistakes in the administration of it which denies the benefits to its intended beneficiaries.

I will say the same thing I said to the Mayor last week: If there are people working on this program that can't handle it, or aren't doing it right, get rid of them, just kick them out. Our obligation is to these young people. If we don't do something for them now, if we don't do something to help them now, we have condemned them. We might just as well give them a prison term. I think that anybody working on this program, you have got to tell them that, it's got to be drummed into their heads that they are not there just to maintain their own job. If they are a supervisor on this program their job isn't just to be a supervisor so they can collect their own paycheck at the end of the week. By God, their job is to give some hope, some hope to this young generation of people who are out there. You know, we are going to monitor this straight through next summer. We will be back here again next fall, not because it's a dollar and cents issue—I think we spend more time on this program than they will probably spend on a \$2 billion military program somewhere—but because it's people and it's people at a time in their lives that what we do will affect them for the rest of their lives. We have to do something for them.

DEFENDING WORK AND PLAY

Mr. RUMSEY. I agree, Mr. Chairman. I think that as a product of this same environment that you have been speaking about and being fortunate to break through that because of the kind of breaking—kind of periodic light of hope, I certainly empathize and I think the records will show that the Department of Recreation in this city is no different from any other department of recreation throughout the country, and does find itself in an extremely difficult position of defending work and play. If you have a swimming pool and you have a playground and you have a large number of youngsters on that site, the tendency is for them to become involved in play and play can be interpreted as nonwork. Whereas, those of us in recreation see that if we can develop the attitude in play that it becomes a positive kind of experience that when we move through the city and meet many, many of these hopeless individuals that you make reference to that we work with daily, and certainly are very familiar with on a more than a first name basis, then we realize, too, that if our worthy use of leisure time or redirecting adverse kinds of negative behavior is not successful and is not toiled at day and night through our programs like roving leaders and playground leaders and swimming pool leaders and all kinds of things that are the only

hope areas for individuals who are not employed, who do not have the educational level that they feel that they can take care of themselves in the marketplace, then as soon as we lose the commitment and the kind of charge to keep them meaningfully employed through play and through work and make that a meaningful kind of experience. I agree with you, that not only is the door slammed but it is also emphasized to them that they do not only have an opportunity for an experience for work but they also do not have any hope in the area of the worthy use of their leisure time and then they end up in other areas that cost the city and the taxpayers far more money in other kinds of maintenance of that individual than had we done what we were supposed to do in our area of recreation, in spite of the fact that the work experience may not be visible but certainly they are involved.

We are going to work on accountability. We are going to work on getting individuals covered. We are going to look at all of the observations that were made by the investigators and certainly hope to sit with them and if we cannot do a better job of supervision, yes, Mr. Chairman, our recommendation will be to make changes that we can be accountable for the dollars and the individuals that are assigned to this department.

Senator LEAHY. Thank you, Doctor. I appreciate that, because all we want is for this to work. This may be one of the most important programs that this city has and we have to make it work.

Thank you very much.

SUBMITTED QUESTIONS

Before we turn to testimony from public witnesses, I would note that we have a series of written questions to be submitted to the District government concerning the 1979 summer jobs program. The questions and answers will be printed in the record at this point.

[The following questions were not asked at the hearing but were submitted to the city for written response subsequent to the hearing:]

QUESTIONS SUBMITTED BY SENATOR LEAHY

QUESTION:

1. In the Mayor's Statement credit is taken for placing 32,335 youths in jobs this past summer. While the committee has no reason to doubt that 32,335 youths were indeed working this summer, it does question whether or not all of these jobs can be attributed to the Mayor's program. How many of the 32,335 jobs can the city take direct credit for registering and placing?

ANSWER:

1. The total number of summer youth employment jobs which were placed and filled through actions of the D.C. Department of Labor and other District Government agencies is 27,742. That total does not include the 4,593 positions which were the result of a joint effort generated through the cooperative effort of the Board of Trade, the National Alliance of Business and the D.C. Department of Labor.

My correspondence to your office dated June 7, 1979 on the subject of the requested appropriation for the summer jobs program clearly delineated that these slots were to be a part of the 30,000 placement goals. Private sector unsubsidized positions were included in that projection.

It was never stated that all of the summer positions were to be subsidized positions. The total effort included the promotion of summer hiring throughout the total employer community.

QUESTION:

2. Included in the total is roughly 5,400 private sector jobs. Yet the statement notes that the city referred only 820 of these jobs, when there is credit taken for all 5,400.

ANSWER:

2. The 820 jobs that are reported as placements in the private sector are those placements that would qualify under the regulations for the definition of a placement under the Wagner-Peyser regulations. This is not to exclude the 4,593 placements where D.C. Government staff worked in conjunction with the Board of Trade and National Alliance of Business to identify the additional slots.

The 820 are positions for which the actual referral of applicant was performed by the D.C. Department of Labor. The additional 4,593 unsubsidized summer positions were the result of promotional activities of District Government staff working in conjunction with the Metropolitan Washington Board of Trade and the National Alliance of Business. Resulting, whereas the actual recruitment of employees was performed by the employer, it is believed that the employer's participation in that level of summer hiring was the result of the promotional campaign in which the District Government played a key role.

QUESTION:

3. Several other groupings of jobs fall into the General category of ongoing federal employment programs. If these programs continue year after year, how can the numbers be included in the total related to the new expanded effort the city was taking?

ANSWER:

3. Positions within the Federal Sector and other areas must be developed by District government staff, applicant files must be screened, and other activities standard to the placement of an indi-

vidual into a job must take place. Resultingly, these placements of an individual into a job must take place. Resultingly, these placements are rightfully included as a part of the overall summer youth employment effort.

The 30,000 goal was projected to be the accomplishment of the total program. It was never isolated to the expanded program activities. In this regard, reference is again made to the June 7, 1979 correspondence which gave an outline of where the 30,000 jobs would come, prior to start up of the program.

QUESTION:

4. As brought out in the hearing, the city could only manage to spend \$5.2 million of the 7.2 million Congress appropriated for the summer jobs program, resulting in a \$2 million windfall. However, testimony also revealed that 8,475 youths were placed in jobs funded through the appropriated funds, compared to a target of 8,600 youths. How then do you explain the fact that \$2 million was not spent? Isn't this a simple case of overbudgeting?

ANSWER:

4. The only budgetary errors which we now see are: (1) There should have been consideration of "laspe" funds to account for tardiness, absenteeism, etc. (2) Transportation costs may be projected at a lower level, pending a full review of such costs at the time future budgets are prepared.

The primary source of unexpended funds is the allocations for enrollee wages and related fringe benefits. An earlier decision on the District's supplemental budget request would have provided sufficient lead time for contracting of transportation facilities and other such actions which would not only have fulfilled the budget plans but also would have greatly enhanced the program.

QUESTION:

5. The Mayor's statement offers three items as explanation for the failure to spend the \$2 million. First was the inability to immediately place large numbers of youths in jobs. What accounts for this inability? Was it solely a result of the delay in receiving the appropriated funding?

ANSWER:

5. Delay in funding was the primary barrier at that time. As had been previously transmitted to Senator Leahy, job development activity was successful in identifying available job opportunities. However, the enrollment of a youth constitutes the commitment of government funds. Funds can only be obligated by a government agency to the level of funding which has been appropriated to it. In the early part of July, Congress had not yet finalized the full amount of money to be funded to the District.

(Clerk's Note: While the FY 1979 Supplemental Appropriations Bill was not signed into law until July 25, 1979, the Committee did approve an emergency temporary reprogramming of \$2.5 million on July 3, 1979. Approval of this reprogramming allowed the city necessary funds to begin the program on July 9, 1979 as originally planned, and according to the Mayor, provided sufficient funding to run the program for the entire month of July. Correspondence concerning this reprogramming follows:)

LETTER FROM SENATOR PATRICK J. LEAHY

July 3, 1979

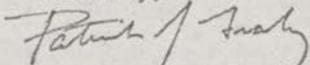
Honorable Marion S. Barry, Jr.
Mayor
The District of Columbia
Washington, D.C. 20004

Dear Mayor Barry:

This responds to your letter of July 2, 1979, proposing an emergency temporary reprogramming in the amount of \$2.5 million in order to fund the summer youth jobs program. It is understood that this will allow youths to begin summer jobs on July 9, as originally proposed, and will provide funding for the remainder of the month. It is also understood that upon passage of the fiscal year 1979 supplemental appropriations bill, H.R. 4289, funds appropriated for the summer jobs program will be used to immediately replace the reprogrammed personal services funds.

The Committee has no objection to this reprogramming, with the above mentioned understandings. It is hoped that the summer youth jobs program will be successful. As Senator Mathias and I have indicated, the Subcommittee plans to hold hearings to explore the operation of this year's program in an effort to insure the 1980 effort is well planned, well managed, and beneficial to the city's youth.

Sincerely,



PATRICK J. LEAHY, Chairman
District of Columbia Subcommittee

LETTER FROM MAYOR MARION S. BARRY, JR.

July 2, 1979

Honorable Patrick J. Leahy
Chairman, Subcommittee on Appropriations
for the District of Columbia
United States Senate
Room 232, Russell Senate Office Building
Washington, D. C. 20010

Dear Mr. Chairman:

I am writing to request that the Congress approve on an emergency basis a temporary reprogramming of \$2.5 million to the Department of Labor so that the City's summer employment program for youth can begin on July 9, as scheduled. This amount will support the program through the end of July, when formal Congressional approval is expected.

On the basis of verbal assurances from both D.C. Appropriations Subcommittee Chairmen, Congressman Wilson and yourself, that a temporary reprogramming has their support and that of members of the Committees, and that funds so reprogrammed may be restored to the appropriate accounts once the Federal Supplemental Bill which contained the funding request for summer employment has been fully enacted, the Committee of the Whole of the District of Columbia Council unanimously approved the submittal of this reprogramming request in its regular meeting today.

Funding for this reprogramming is currently available in the slightly more than \$25 million appropriated in FY 1979 for Personal Services. As you know, this appropriation represents the cost-of-living funding for all City employees and is requested in a lump sum because the rate of increase is not known at the time of budget approval. During budget execution, the funds are earmarked on an agency by agency basis when the rate is known; however, formal allotment is not made until the level of agency absorption is known. This request will require that allocation of a portion of these funds be delayed until final approval of the summer employment program. In our discussions with the Committees, we emphasized the need for restoration of all the reprogrammed funds because current appropriations do not cover the projected requirements. An additional \$12 million for this purpose is also included in the pending Supplemental Budget request.

Your approval of this reprogramming will enable us to realize our goal of employing 30,000 youth during the current summer. This goal was formally established in my Supplemental Budget request to you of \$11,001,300. At that time, I pointed out that a solid commitment of District appropriations to the serious condition of youth unemployment in our City was mandatory, and requested appropriated funding for 13,100 jobs. This was the first time such a request had been advanced. These jobs, together with the more than 21,000 jobs available from Federal and private sources will, we believe, reduce the summer unemployment rate for teenage youth from over 50 percent to 20 percent.

In April of this year, that request received enthusiastic and timely endorsement of the Council and was forwarded to the President for transmittal to the Congress. At the time our request was initiated, we had no way of predicting whether the Congressional approval process, through which all City requests must clear, would evolve in a way that would enable us to realize our goal. In fact, recent history of the timing for Congressional approvals for City Supplementals suggested that approval might come too late for a meaningful program. Despite this fact, we began our planning just as if approval was a certainty.

In May, our program together with other City budget proposals received the endorsement of the President and was forwarded to Congress where it met with favorable reception by you and Congressman Wilson, Chairmen of the D.C. Appropriations Subcommittees in the Senate and the House and other members of the two Committees. In late May we learned that the Congress intended to approve the Federal Supplemental before the July 4 recess, and that you were committed to approving funding for the summer employment program and other program items for the District in that Supplemental bill even though it reached Congress too late to be included in the House version of the Federal Supplemental.

This was the first positive indication that we would be able to overcome the sometimes insurmountable scheduling problems that City funding requests have in Congress, and go forward as planned with the summer employment program. However, early last week, it appeared that we would again be caught up in a Congressional scheduling problem. Despite efforts to maintain its timetable, Congress was unable to complete its work on the Supplemental before the July 4 recess. On Tuesday we learned that further work would be postponed until July 10, 1979.

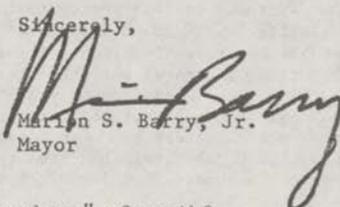
We immediately began to explore possibilities for going ahead with the summer employment program even though there was no final action on the Supplemental. To delay at this time, when all other obstacles appeared to have been cleared, was not an acceptable course. We decided that we must approach the Congressional Committees and request a temporary reprogramming of funds. A request for a permanent redirection of funds was not feasible because of the projected level of expenditures in Fiscal Year 1979.

In defense of this program, we have been aggressive in our efforts to reassure Members of Congress, the community, and our young people that the

program has been carefully planned and coordinated, and that our objective is not only to reduce unemployment but to prepare and introduce youth to the world of work in a manner that will begin successful career paths. To the extent possible, we have matched skills of our youth with employer needs. Seminars designed to instill positive work attitudes, reinforce good work habits, and provide a forum for feedback on the work experience will be conducted on a weekly basis. We have also built in an evaluation process that will enable us to plan future programs effectively.

Now that the Council has given its wholehearted support to the recommended reprogramming, your full cooperation in expediting this proposal is requested.

Sincerely,



Marlon S. Barry, Jr.
Mayor

QUESTION:

5a. What exactly do you mean by "large numbers" of youth?

ANSWER:

5a. "Large numbers of youth" meant beginning the program with a full compliment of 8600 youth on July 9. To achieve this, the District should have been given firm advise at a minimum by the first week in June that \$7.2 million was being made available for the summer program.

QUESTION:

5b. How much of the \$2 million windfall would have been used had you been able to immediately hire this "large number" of youth?

ANSWER:

5b. Had the District been totally confident of the level of funds being appropriated in advance of the actual starting date of the program the impact would have been greatest on the level of enrollment. Based on the actual breakdown of planned versus actual expenditures within the program, the enrollment of a larger number of youth at the very beginning of the program would have absorbed the heavy portion of the unexpended funds, the majority of which are in cost categories for participant wages and associated fringe benefits.

QUESTION:

6. Since the program was extended one additional week, would the impact of a late start be minimized if not eliminated?

ANSWER:

6. Extending the program by one week for an additional 12 percent of the enrollment period would not absorb unexpended funds which were 24 percent below their anticipated level of expenditure. Once again, had the District had the early option to manage funding, action could have been taken to increase the enrollment level above the original goal in a meaningful way either through regular subsidized jobs or contracted services for special models, etc.

QUESTION:

7. The second reason offered by the Mayor for the failure to spend all the money asked for was the fact that many youth did not take advantage of the extra week in the program. Doesn't that fact

reflect more in the youth's perception of the program than a timing problem?

ANSWER:

7. This is not viewed as a reflection in the youth's perception at all. Rather, there were worksites which were unable to continue their programs beyond the original scheduled termination date. Logistical problems were barriers such as contractual agreements expiring in rented space, or the need to reassign supervisory personnel to fulfill prior commitment to other programs scheduled to begin at that time.

QUESTION:

8a. The final reason offered is that the program hired more 14 and 15 year olds than 16 year olds. First of all, how many 14 and 15 year olds participated in the portion of the program funded through this appropriation, and how many 16 year olds or older?

ANSWER:

8a. There were 1367, 14 and 16 year olds participating in the appropriated summer youth program. There were 7108 youth age 16 and older participating in the program.

QUESTION:

8b. The fact that 14 and 15 year olds were paid less than 16 year olds and older was intimated to be a large contributing factor in the amount of money unspent. However, if two youths participated fully in the program, and one was paid at the 14 year old rate and one at the 16 year old rate, the total pay difference is only \$54. It would take a large number of these cases to come anywhere close to \$2 million. What are the city's figures in how much of the unspent money was attributed to this age situation?

ANSWER:

8b. The \$54 difference cited in the question is not accurate. The summer program was designed, and budgeted, to have a combination of 25 and 40 hours per week jobs for youth age 16-21 while 14-15 year olds would only work 20 hours per week.

The applicable figures are:

14-15 year olds: 8 weeks X 20 hours X \$2.65 = \$424.00
 16-21 year olds: 8 weeks X 25 hours X \$2.90 = \$580.00
 16-21 year olds: 8 weeks X 40 hours X \$2.90 = \$928.00

Because of the difficulty in developing 40 hour/week jobs, all of these full-time jobs had a youth referred to them as soon as they became available. Because the appropriated funds were available much later than CETA grant funds, the majority of the 40-hour slots were filled with CETA participants.

QUESTION:

9. Please provide a detailed breakdown of how the \$7.2 million appropriated was to be spent, including numbers of youth, ages of participants, and anticipated number of hours worked. Add to this analysis the actual amounts expended for each category of breakdown. Include all administrative costs separately.

ANSWER:

9. DETAILS OF EXPENDITURES:

<u>BUDGET</u>	<u>PLAN</u>	<u>ACTUAL</u>
1. Personal Service Costs		
1,713 14-15 year olds	\$726,312	4,487,766
@ 20 hrs, \$2.65/hr.		
6,735 16-21 year olds	5,180,371	
@ 25 or 40 hrs, \$2.90/hr.		
116 Monitors at an average cost of \$4.51/hour	251,117	103,552
2. Related benefits		
(FICA @6.9%)	424,900	275,100
3. Local Travel	190,700	2,575
4. Rent, Communications & Utilities	4,600	180
5. Other Services (Payroll Processing)	102,200	51,156
6. Other Services (Training)	93,100	91,891
7. Supplies	155,900	30,886
8. Equipment	104,500	68,579
9. Administrative	30,000	87,715
Total	<u>\$7,263,700</u>	<u>5,199,372</u>

QUESTION:

10. When the \$7.2 million was approved by Congress the limitation on administrative expenses was \$30,000, with other needed funding to be absorbed. Figures mentioned at the hearing indicate that the amount expended for administrative costs may be high as \$330,000. Would you explain why you have exceeded a Congressional limitation without notifying the committee?

ANSWER:

10. In question 9, the \$330,000.00 includes all of the expenditures outside of the participant wages and fringe benefits. The only actual expenditure in excess of the amount planned is item #9 that reflects the \$62,957.00 which is a technical adjustment for funds transferred to other agencies for worksite monitoring. Under the planned expenditures, this amount was included in the \$251,117.00.

QUESTION:

11. Administration of the 1979 Summer Youth Employment Program was spread out over a number of locations in the city. For example, monitoring personnel were located at 1000 U Street, payroll was at the National Theatre Building, and personnel records were maintained at the twelve senior high schools in the city. Wouldn't a short term program such as the summer youth program be operated more efficiently with centralized management and administration? Do you plan any changes along these lines for next year?

ANSWER:

11. Centralization of all summer program staff is not viewed as being in the best interests of the program. The reasons are cited in the following:

- (1) Monitoring is a key concern. The report criticized the amount of time monitors spent in transit from one program to another. Centralization of the Monitors Unit would only serve to complicate that problem. It is important that monitors have easy access to worksites and that agencies have easy access to our staff.

- (2) Recruitment is another key concern. In terms of the number of youth to be served, as well as the effectiveness of performing recruitment activities in the proximities of the target population, it has been demonstrated by the past that decentralized of recruitment staff is more effective.

Records which are working documents are naturally maintained at the sites of the responsible staff. Personnel records and payroll records were maintained in the personnel/payroll unit, and not at the twelve senior high schools as indicated in the report. Registration, certification and referral records were maintained by the recruitment staff within the high schools; and job development records were maintained in the job development unit. At the end of the program when regular use of the documents was no longer necessary, official copies of all records were centrally filed for the use of District officials, auditors and others.

QUESTION:

12. The Investigation Staff report says that they were hampered in their study by delays in obtaining documentation and by incomplete, inaccurate, or nonexistent records. For example, no records were kept on the Tuesday and Thursday meetings held in the Program Director's Office to solve problems with the program. Don't you think that it is important at least for historical reasons, to document operation of the program so we can prevent the same mistakes from happening year after year?

ANSWER:

12. The only real delay, was the delay in obtaining records of previous summer job programs which had been sent to storage in building facilities which were not immediately accessible. Records of the action memorandums as a result of regular staff meetings held throughout the summer were made available to the Investigations Staff. Such memoranda identified key decisions to be made and action items for the follow-up of designated personnel.

The Tuesday and Thursday staff meetings, beginning very late in the development of the summer program were held to enhance effective communications and address issues before they became problems. There were no officials records of those informal meetings because they were designed to be work sessions.

Whenever committee investigators requested information or documentation of information, we immediately responded.

(Clerk's Note: While the staff investigators acknowledge that city officials did respond to requests for information, in most cases the material provided was incomplete, unavailable, or in some instances nonexistent.)

QUESTION:

13. How many full-time and how many part-time employees were used to operate the 1979 program?

ANSWER:

13. There were 37 permanent D.C. DOL employees detailed to form the operational staff of the Summer Youth Employment Program.

3 Supervisory Manpower Development Specialist
1 Program Analysis Officer
1 Program Analyst

- 15 Manpower Development Specialists
 - 1 Job Developer Specialist
 - 8 CETA Program Assistants
 - 1 Payroll Supervisor
 - 1 Personnel Supervisor
 - 2 Manpower Clerks
 - 2 Manpower Assistants
 - 2 Clerk-Typists

The Acting Director of DC-DOL and the Acting Assistant Director for the Office of Employment Service expended more than 50 percent of their time in the operations of this program. Three of our permanent contracting officer's representatives also worked part-time in this area.

To accommodate the increased workload and supplement the efforts of the permanent staff, 287 additional temporary employees were hired.

QUESTION:

14. Have you given any thought to designating a small core staff year-round to plan and evaluate the summer program and to provide expertise to the temporary employees who operate the program?

ANSWER:

14. We presently have in operation a planning unit, with responsibilities designated to full-time staff for the 1980 Summer Youth Employment Program.

QUESTION:

15. The Investigation Staff report acknowledges that the DC-DOL did a notable job in soliciting participation of about 700 new private organizations. I commend you for this effort and encourage you to continue vigorous attempts because I feel that the private sector will be the key to any successful program. However, according to the report, the job development section operated with a "slot mentality" and focused on quantity rather than quality of the summer jobs. What is done to evaluate a prospective employer?

ANSWER:

15. Because of the District's concern for the types of job assignments which would be made to summer youth participants, employees were required to provide documentation on an Employer Request Form which itemized the nature of the business, the type of work to be assigned, and other relevant information. Additionally, there was a memorandum of understanding agreement made between the employer and the D.C. Department of Labor regarding the employment of summer youth. Further as job orders were received from employers they were reviewed at two levels for compliance with program regulations. As necessary, corrective action was required prior to the referral of youth.

QUESTION:

16. Once you have an employer, a memorandum of understanding is executed, as a contractual document. Why is it that some of these agreements were not signed until far into the program, and in many cases, not until the program had been terminated?

ANSWER:

16. The Memorandum of Understanding is written documentation which formalizes the agreement verbalized by the employer regarding his employment of summer youth. It is a non-financial agreement in that it does not authorize the payment of any government funds to the employer.

Delays in executing these memoranda were generated by the need for correction or further completion of the document to insure clarification and/or compliance with program guidelines. There were also delays resulting from the fact that individuals required to sign the documents were not always available.

QUESTION:

17. Why did you assign youths to organizations without a contract?

ANSWER:

17. The Memorandum of Understanding is a non-financial worksite agreement which documents the employer's commitment to the program. There were instances in which youth were referred once the verbal commitment of the employer had been received. This was done to expedite the employment of the youth within a limited time. The memorandum was subsequently finalized as the reference document.

QUESTION:

18. By far the largest sponsor in the program turned out to be the city itself, since nearly 58 percent of the youth were assigned to D.C. agencies. Overall, this means that D.C. had one summer youth employee for every three regular employees. Don't you think this is rather high ratio?

ANSWER:

18. We do not feel that this was an unreasonable ratio. It appears that these figures had been compared in terms of the District's regular employees. They did not consider the fact that many of these agencies hired additional employees to work as supervisors specifically for the summer youth employment program.

QUESTION:

19. Do you honestly feel that it is possible for D.C. Agencies to develop meaningful work experiences when they are forced to accept large numbers of youths?

ANSWER:

19. A survey was performed to determine the number of youth each agency was prepared to accommodate. Based on the agency's indication of its enrollment capacity, slot allocations were made. As referenced above, at the request of agencies there were instances in which additional supervisory staff were funded to agencies serving large enrollment levels.

QUESTION:

20. What about the Federal agencies? Do you feel they are pulling their weight in the summer jobs program since the Department of Energy was the only agency to employ more than 100 youths?

ANSWER:

20. Federal agencies were contacted by our staff and we welcomed their participation and the job orders which were submitted to us. Many of these agencies accepted youth from neighboring states which would make it impossible for us to pass judgment on the number of the youth they could accommodate from the District only.

QUESTION:

21. I see where this year's program was extended one week and that for the last two weeks of the program, youths funded under the supplemental appropriation were permitted to work 40 hours instead of the usual 20 or 25 hours. Why was this action taken?

ANSWER:

21. The program was begun later than had been anticipated. The program was extended and the number of working hours increased to provide youth with the opportunity to work the maximum number of hours which could be made available to them and to reduce the impact of the delayed program start.

QUESTION:

22. Did the U. S. Department of Labor authorize the extension of the CETA portion of the program?

ANSWER:

22. Based on the citation of CETA Federal Regulations provided below, it was determined that the extension of the program was within the authority already given to the Prime Sponsor by the Federal Government.

Section 680.210 (e) states that "No participant shall be required to work or be compensated for work with CETA funds for more than 40 hours per week. While the Department uses a 9-week, 26-hour a week job as the basis for estimating the number of youth to be served, it is not intended to take away the flexibility of the Prime Sponsor to establish job slots in keeping with the needs of the areas and the youth to be served."

QUESTION:

23. The investigative report, local newspapers, a February GAO report and the television show "60 Minutes" have pointed out a number of problems with summer youth employment programs, including the inability to provide productive work for 4 or 5 hours a day.

Weren't you merely creating more dead time by extending the number of work hours permitted?

ANSWER:

23. The nationwide reports referenced above such as the one aired by television were not specifically reflecting on the District of Columbia. We believe that our program provided meaningful work experience and the increased exposure allowed for more learning and greater understanding of the work world.

QUESTION:

24. It sounds to me like a classic case of dumping money at the end of the program to make the program expenditure figures look good. Could you elaborate on this rationale for the program extension?

ANSWER:

24. As indicated in the answers to questions number 1 and 3, we did not feel it would be a sound judgement to have the youth penalized by starting the program late. Further, because of available funds, it made sense to give the youngster the opportunity for the longer period of work experience with the resulting advantage of increased financial benefits as well as the enhanced learning that greater exposure to employment can offer.

QUESTION:

25. I find the payroll problems associated with the summer jobs program incredible. For example, how on earth can you have a summer program with a payroll system that permits a youth to go unpaid until November?

ANSWER:

25. Those youth who worked and did not receive checks had a variety of problems. In some cases there was a lack of certification, for others time worked had not been submitted by the site supervisors. Other problems were generated because social security numbers were incorrect or not available, and/or some youth had no birth certificates, work permits, etc.

The actual number of hours worked have been certified by the employer and/or other data discrepancies resolved. The policy followed was that as payroll problems were made known, the District reacted as quickly as possible to resolve those problems.

QUESTION:

26. Are there still youths who have not been paid for their work during the summer? If so, how many?

ANSWER:

26. At the present time, there are 55 paychecks at the D. C. Office of Financial Management due to 53 youngsters. Each of these employees have been notified by mail and/or telephone and are expected to pick up these checks.

QUESTION:

27. I understand that in many cases, regular paychecks could not be issued because the proper time and attendance information was not provided. Once the time sheets caught up with the process, supplemental paychecks were issued.

How many supplemental checks were you forced to issue for the 1979 program?

That is, how many checks in addition to the normal payroll checks were required?

ANSWER:

27. Within a total payroll of well over 100,000 paychecks, final count indicated approximately 5,056 supplemental checks were issued for the 1979 Summer Program.

QUESTION:

28. How many individuals were involved in these supplement payments?

ANSWER:

28. Our records reflect that approximately 3,893 participants received supplemental checks.

QUESTION:

29. The report also points out that as of May 8, 1979, the D. C. Department of Labor still did not receive a definite answer regarding the payroll system to be used to process checks for the 1979 summer program. When did you finally receive the answer?

ANSWER:

29. The decision to process the summer payroll within the D. C. Office of Financial Management (OFM) was made around May 8, 1979.

QUESTION:

30. The May 8 memo mentioned in the report also states that a representative of the D. C. Department of Finance made it clear that the District intended to contract out for summer youth payroll services previously done in-house. Was it contracted out, and why would you consider doing so in the first place?

ANSWER:

30. Payroll services for the summer youth program was not contracted to an outside firm. This activity was performed by the Office of Financial Management.

Consideration was given to contracting payroll services because of the size of the enlarged summer program. At that time it was anticipated that the payroll would run approximately 22,000 to 25,000 individuals which is an increase of about 50 percent over the normal District Government payroll. Increases of that magnitude to program workload can sometimes be more efficiently and more economically handled by contracting services. An RFP was prepared and distributed. After evaluation of the responses received, it was decided that it would be more efficient to perform the work in-house.

QUESTION:

31. The Investigations Staff Report points out that 41 percent of all organizations that participated in the 1979 program experienced payroll problems. That seems almost unbelievable. Is this common for the city's other summer programs?

ANSWER:

31. The District has only one summer program. Among the organizations participating in the program that were experiencing payroll problems, there were those who had not participated who had a one time problem, and those who had youth who did not get into the system at all because of insufficient documentation which may not have been the fault of any program personnel. In view of the extensive documentation which was required for each youth, and considering that each participant was processed as a new employee which is not the case with a standard payroll, we believe that the ratio of pay problems to the total number of payroll transactions is acceptable.

QUESTION:

32. Is there some way we can simplify the correction of payroll problems so that youths will not have to wait to be paid for work they've already performed?

ANSWER:

32. With the advent of the new D. C. Personnel system, a review will be made of all possible flexibilities in the processing of personnel actions in order to expedite and facilitate the overall employment/payroll activities for summer youth.

QUESTION:

33. I also see where you had a mass resignation of your payroll personnel. What was the cause of this resignation?

ANSWER:

33. The resignation of eight members of the payroll staff was precipitated by their reluctance to work the necessary overtime on weekends required for summer program payroll activities. This happened in spite of the fact that staff were advised before they accepted the positions that overtime would be a part of the job.

It was essential that staff work weekends to meet the required time frames for processing payroll documentation to D. C. Finance.

QUESTION:

34. How did it affect the processing of youths' checks?

ANSWER:

34. There was no impact upon the processing of youth's checks. Other staff assigned to the summer program performed activities which needed to be completed immediately to insure that the payroll was delivered on time. Within a few days, the former staff had been replaced.

QUESTION:

35. I note that a decision was made to advance money to the 1979 summer program participants. The report concludes that advancing pay was not a good idea. Based on historical problems with the summer payroll, plus the fact that this program was to reflect the real world of work, you should have known you were just asking for trouble in advancing pay. Could you explain the basis for your making advance payments and your evaluations of the consequences?

ANSWER:

35. The decision to make advanced payments to the summer youth employees grew out of the concern that some form of compensation was necessary to pay for travel expenses to and from the worksites, to help youngsters pay for their lunches, and to supplement basic other expenses which can occur prior to entering the workforce. All advance payments were deducted at a later time, from the employees check.

The general feeling, in evaluating the consequences of the advancement process is that it created confusion among the summer youth employees in regards to the deduction from their checks; and generated numerous pay problems largely caused by computer errors.

QUESTION:

36. Did you receive U.S. Department of Labor authorization to advance pay to the youths?

ANSWER:

36. The District did not solicit authorization from the U.S. Department of Labor for advance pay to the summer youth employees.

QUESTION:

37. How many youths received advances and never showed up for work or quit before earning the advance?

ANSWER:

37. The District of Columbia Office of Financial Management reports that there were no individuals who received advances and never showed up for work or quit before earning the advance.

QUESTION:

38. What have you done to recover the money?

ANSWER:

38. Not relevant - See 37

QUESTION:

39. Attached is a listing of 274 youths who earned over \$700.00, including one who made \$2,595 even though the maximum the youths should have been able to earn was \$667.00. Please provide an

explanation of each case for the record. The information was developed by the Committee investigators using payroll records provided by the city. (For the record, each case will be referred to by I.D. number and amount paid. No names will be used.

ANSWER:

39. Enclosed on the following pages are individual responses for the 85 persons whose names were listed in your questionnaire to us. These are the individuals who reportedly earned over \$700.00. Per agreement with the Senate Investigation Staff, we have addressed the 85 persons whose names were provided as opposed to 274 youths who were originally referenced in the questionnaire.

The printout which appears to be the basis for the wage totals identified for the summer came as a result of a special run requested by the Senate investigators. It was alphabetical listing of summer employees. However, the column listing total earnings is titled "YTD Gross" (year to date gross). Therefore, as indicated on the printout it is not a list which exclusively identifies summer youth employment program earnings. Rather, it included all of the types of information delineated below:

- a) Payments made to youth from a variety of funding sources, including summer youth and other District funds.
- b) Wage payments to persons who were hired to assist with the program operations. These persons, of course, were paid at a higher rate.
- c) Wage payments to youth who were in fact enrolled in other programs prior to their summer youth employment experience. In these cases, the printout would provide total accrued income from both or all experiences.

As a result of the above, the printout was not specific enough to produce the facts which the Senate investigators have related without further investigation.

Additionally, the record should accurately reflect that in the event a youth worked 8 hours per day the last two weeks of the program, the maximum earnings which could be made from June 28 through August 31, 1979, was \$768.50.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Alston, Kenneth E.	578-90-0748	90-020-127	\$ 986.00	Authorized by DC-DOL to work an 8 hour per day during the Summer Program. Participated in the Day Camp Special Project.
Anderson, Kim	579-82-7466	90-3DB-103	409.40	Previous earnings reported for FY '79 were with the Department of Recreation.
Bailey, Carlos	576-76-7619	90-020-110	640.90	Previous earnings reported for FY '79 were with the Department of Recreation.
Batts, Anthony	579-90-8731	90-3HA-718	684.90	Previous earnings reported for FY '79 were with the Department of Recreation.
Benton, Rustayne	579-88-2525	90-020-333	696.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Best, Darlene	578-80-1263	90-020-146	623.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Blakney, Cindy	577-94-2606	90-3DB-109	736.60	Previous earnings reported for FY '79 were with the Department of Recreation.
Blyther, Rudolph	577-94-2751	90-803-3XX	710.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Bond, Garrett	577-90-3107	90-3HA-483	696.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Bright, Miles	579-90-3293	90-3GC-1XX	510.40	Previous earnings reported for FY '79 were with the Department of Recreation.
Brown, James E. Jr.	577-90-3835	90-3JA-185	568.40	Previous earnings reported for FY '79 were with the Department of Recreation.
Brown, Victor	578-94-5752	90-020-851	1270.20	Worked as an 8 hour per day Recreational Aide with the Department of Recreation. Employed from 5-22-78 to 9-9-79. Was not a summer participant.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Cash, Sandra	577-90-8489	90-020-349	-0-	Seasonal employee with DC Superior Court. The payroll Alpha-pintout showed a 25 hour advance which was cancelled. Was not a summer participant.
Cheung, Hung Wai	579-92-1245		\$ 391.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Brooks, Dwight	467-23-8850	90-020-971	403.80	Previous earnings reported for FY '79 were with the Department of Recreation.
Chin, Madison Lee	578-92-1245	90-3HA-483	377.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Clark, Hilda	579-92-3141	90-020-228	681.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Cobb, Milton	578-88-8626	90-3JA-3XX	698.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Colbert, Maurice	578-84-6449	90-3DB-102	614.80	Previous earnings reported for FY '79 were with the Department of Recreation.
Coleman, Travia T.	578-96-7935	90-020-127	591.60	Previous earnings reported for FY '79 were with the Department of Recreation.
Corbett, Michael	577-84-6449	90-020-355	563.95	Previous earnings reported for FY '79 were with the Department of Recreation.
Cotton, Robert	579-80-0143	90-3G6-144	211.70	Previous earnings reported for FY '79 were with the Department of Recreation.
Crowder, Roy	579-78-8721	90-3HA-181	146.70	Previous earnings reported for FY '79 were with the Department of Recreation.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Dickens, Dion	578-92-9983	90-3HA-181	\$ 638.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Featherstone, Antionette	578-82-7678	90-803-3XX	551.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Ford, Charles	578-80-4467	90-3HA-514	696.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Fortune, Ozette M.	578-84-4602	90-846-3XX	580.90	Previous earnings reported for FY '79 were with the University of the District of Columbia.
Gary, Mary R.	578-90-3856	90-020-228	710.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Gay, Bernita	579-84-3861	90-3JA-4XX	594.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Gayles, Lajuan	579-90-8087	90-3GC-580	725.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Gilliam, Debra L.	577-90-0749	90-3HA-210	725.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Core, Bruce	578-96-3526	90-020-147	736.60	Previous earnings reported for FY '79 were with the Department of Recreation.
Green, Alice	099-56-1290	90-3G5-776	1203.50	Worked as an 8 hour per day worksite monitor with DCDOA.
Hammond, Richard	578-90-8123	90-3HA-483	348.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Hawkins, Lolita	578-84-0244	90-3HA-615	638.00	Previous earnings reported for FY '79 were with the Department of Recreation.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Hill, Angela	578-90-3986	90-3DB-107	\$ 75.60	Previous earnings reported for FY '79 were with the Department of Recreation.
Jackson, Kenneth	578-90-4394	90-020-127	603.20	Previous earnings reported for FY '79 were with the Department of Recreation.
Kearney, Candace C.	579-94-0656	90-3DA-3XX	429.20	Previous earnings reported for FY '79 were with the Department of Recreation.
Keith, Kevin	577-90-3249	90-3JA-4XX	661.20	Previous earnings reported for FY '79 were with the Department of Recreation.
Kelly III, Kriss	577-88-6472	90-020-449	594.50	Previous earnings reported for FY '79 were with the University of the District of Columbia.
King Jr., Walter	579-92-4904	90-020-151	1625.60	Was authorized to work an 8 hour per day at Department of Recreation as a worksite monitor.
Kingsland, Charles	579-86-2217	90-3HA-483	387.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Lyons, Kelvin	579-90-2838	90-020-147	507.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Marshall, Susan	578-96-8650	90-020-270	577.10	Previous earnings reported for FY '79 were with the Department of Recreation.
Martino, Aldolph	577-90-9749	90-3HA-179	722.10	Previous earnings reported for FY '79 were with the Department of Recreation.
Mason, Joy V.	577-94-0008	90-3DB-160	725.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Matthews, Stephanie	578-96-7680	90-020-228	507.00	Previous earnings reported for FY '79 were with the Department of Recreation.
McKinney, Carlos	577-09-4570	90-368-635	493.00	Previous earnings reported for FY '79 were with the Department of Recreation.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Miller, Lavelle	227-98-8946	90-020-127	\$ 933.80	Authorized by DCJOL to work an 8 hour per day during the Summer program. Participated in the Day Camp Special Project.
Mitchell, Sheila M.	579-92-2484	90-020-127	611.90	Previous earnings reported for FY '79 were with the Department of Recreation.
Montgomery, Jacqueline	577-90-6550	90-3LA-120	609.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Morgan, Kevin D.	577-88-3735	90-020-555	258.40	Previous earnings reported for FY '79 were with the Department of Recreation.
Nickens, Cheryl E.	579-80-3568	90-020-269	681.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Pang, Pik Y.	577-96-1672	90-3HA-483	391.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Peoples, Earl J.	577-92-5366	90-020-250	696.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Pinson, Darnell	577-90-6395	90-3G8-645	478.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Pratt, Andrea E.	578-86-8784	90-020-585	217.50	Temporary, year round employee at Finance Revenue. Worked as a GS-02 mail clerk. Was not a summer participant.
Pringle, Darnell	577-88-1424	90-3HA-483	517.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Reustlebaum, Theresa	579-80-7356	90-020-127	318.30	Previous earnings reported for FY '79 were with the Department of Recreation.
Rey, Jean D.	579-88-8937	90-3CB-416	452.40	Previous earnings reported for FY '79 were with the Department of Recreation.
Royal, Kevin D.	578-88-8290	90-100-103	304.70	Previous earnings reported for FY '79 were with the Department of Recreation.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Rawlinson, Renee	578-94-5930	90-3CC-157	\$ 928.00	Employed in the summer program at Dept. of General Services. Authorized to work an 8 hour per day by her supervisor without DCDOL's knowledge.
Ruffin, Tina I.	579-90-6794	90-3DB-130	690.76	Previous earnings reported for FY '79 were with the University of the District of Columbia.
Scales, Leno	578-80-8747	90-3HA-ICA	277.20	Previous earnings reported for FY '79 were with the Department of Recreation.
Shields, Ruth M.	578-90-7096	90-020-148	556.80	Previous earnings reported for FY '79 were with the Department of Recreation.
Smith, Loretta Y.	578-90-4525	90-3DB-109	498.80	Previous earnings reported for FY '79 were with the Department of Recreation.
Smith, Marcus M.	579-88-2431	90-3HA-ICA	523.70	Previous earnings reported for FY '79 were with the Department of Recreation.
Smith, Willie	578-78-7615	90-3G2-612	604.90	Previous earnings reported for FY '79 were with the Department of Recreation.
Stevenson, Michael M.	578-92-7601	90-020-345	426.30	Previous earnings reported for FY '79 were with the Department of Recreation.
Stroman, Sonya W.	578-78-7552	90-020-470	756.25	Previous earnings reported for FY '79 were with the University of the District of Columbia.
Tann, Derrick P.	577-90-3016	90-3G2-506	487.20	Previous earnings reported for FY '79 were with the Department of Recreation.

NAME	SOCIAL SECURITY NUMBER	ORGANIZATIONAL CODE	THIRD QUARTER JULY-SEPTEMBER	EXPLANATION
Taylor, Carlos L.	579-80-9809	90-3HA-IRC	\$ 974.40	Was authorized to work a 40 hour week as a worksite monitor with the Department of Recreation.
Taylor, Jacqueline	579-88-4520	90-3HA-ICA	725.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Thomas, Andre	577-90-9997	90-3DB-109	402.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Thomas, Pamela	579-92-5572	90-3DB-101	333.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Thomas, Shirley V.	578-80-9412	90-020-127	999.18	Temporary full time summer employee working as a Clerk-Typist for the Monitoring Unit.
Thompson, Catherine L.	579-86-4498	90-3HA-ICA	719.20	Previous earnings reported for FY '79 were with the Department of Recreation.
Todd, Walter B.	577-80-1497	90-020-127	933.80	Authorized by DCDOL to work an 8 hour day during the Summer Program. Participated in the Day Camp Special Project.
Ward, Glen A.	578-96-6343	90-3HA-ICA	504.60	Previous earnings reported for FY '79 were with the Department of Recreation.
Waters, Robin	577-90-2864	90-3DB-103	710.50	Previous earnings reported for FY '79 were with the Department of Recreation.
Williams, Alfreda	577-96-9346	90-3HA-483	464.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Williams, Edwina	579-90-9920	90-3G5-776	1183.21	Worked as an 8 hour per day worksite monitor with DC-DOL.
Wong, Anna Man Yee	577-82-4019	90-3HA-383	377.00	Previous earnings reported for FY '79 were with the Department of Recreation.
Williams, Charles	579-82-1771	90-020-364	736.61	Previous earnings reported for FY '79 were with the Department of Recreation.
Wright, Pamela D.	579-88-3685	90-3JA-3XX	783.00	Previous earnings reported for FY '79 with the Department of Recreation.

QUESTION:

40 (a) What has been done in cases where youths have been erroneously overpaid? Have you tried to collect the overpayments, or did you just let them go?

ANSWER:

40 (a) Prior to the distribution of checks to the enrollees, each participants' time and attendance report was reviewed and the total payments to be made were totalled. Checks which would have been overpayments were returned to D.C. Finance. A new check with the correct amount was then prepared and given to the youth.

In the event a youth actually received an overpayment during program, the excess amount would be deducted from his next paycheck.

QUESTION:

40 (b) What steps have you taken or plan to take to insure that the same problems don't happen next year?

ANSWER:

40 (b) In any payroll process, there is some waiting time from the start of work to receipt of a pay check. Payroll plans for the 1980 Program will attempt to have a five day turn-around time from the normal pay date. This can be accomplished through:

- A. A Payroll System apart from the D.C. Government Payroll, allowing a quicker overall turn-around time.
- B. Utilizing an automated data processing (ADP) vendor in the summer payroll process.
- C. Providing management statistical data to focus potential problems areas.
- D. Use of a time and attendance mechanism to eliminate transposing payroll information and having an employee's copy of hours worked.
- E. Providing several preliminary edits of payroll data to allow for corrections and have a clean payroll prior to the program beginning.
- F. Developing a thorough orientation and training system for participants, support and administrative staff, on the operation of the payroll process.

Overpayments - Preliminary plans give consideration to having a single pay rate with proper identification of the funding source.

Overpayment can be prevented by having a computer block mechanism rejecting more than the maximum allowed hours, and by providing training for supervisors and staff on what hours employees in the program are permitted to work.

QUESTION:

41. Payroll records revealed that about 20 percent of the participants earned less than \$300, which means they were paid for less than half the time available. Do you plan to do any examination into the reasons why the youths did not fully participate in the program?

ANSWER:

41. We can identify now reasons why some youth did not earn the maximum amount of wages during their period of program participation.

- 1) Enrollment of some youth took place beyond the initial date of entry for the program.
- 2) Youth who did not work every day were paid only for the actual number of hours worked.
- 3) Positions vacated by dropouts were filled. Resultingly, persons enrolled as backfills did not have a full-period of enrollment.

The District has funded an evaluation of the 1979 Summer Youth Employment Program to be performed by Metro Studies, Inc. A part of this study includes interviews with program participants to determine their reactions and assessment to the program. This kind of client input can be helpful in identifying meaningful direction for a program.

Staff of the D.C. Department of Labor will also be meeting with representatives of the D.C. Youth Coalition and other community groups to obtain feedback on past experience from which to improve future program activity.

QUESTION:

42. The Investigations Staff also found youths who were less than 14 years of age and some youth 22 years old or older who were paid for participation in the program. How did this occur? For the record, we would appreciate an explanation of each case where the individual was either over or under age.

ANSWER:

42. According to program regulations a young person could not enter the program until he or she had reached the 14th birthday.

Older individuals could enter the program up to their 22nd birthday, and complete the program. It must also be noted that there were two program starting dates - June 28 for the CETA portion and July 9 for the appropriated portion.

We have reviewed the records of each individual listed. Based on the birthdate and the actual date of enrollment into the program we have identified those who were eligible or ineligible for program participation in terms of the age requirement for eligibility.

In those 17 cases where individuals were enrolled who were not eligible for participation, we can only determine that these were human errors in the course of processing large numbers of persons in a short time frame; 17 of 22,000 plus is less than 1/10 of 1% of the total enrollment. (See attached listing)

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Bailey, Tammie	7-10-65	90-020-127	7-2-79	Applicant ineligible. Enrolled 8 days prior to her 14th birthday.
Beasley, Elaine	7-13-65	90-3HA-181	7-30-79	Eligible applicant enrolled in program after 14th Birthday.
Brown, Constance	7-10-65	90-020-971	8-6-79	Applicant eligible enrolled in program after 14th Birthday.
Carter, Gary	7-3-64	90-3DB-109	7-9-79	Eligible. Birthdate erroneously entered as 1965.
Chesley, Timothy	1-14-63	90-843-3xx	7-9-79	Eligible. Birthdate erroneous. Actual date of birth is 1-14-63.
Cooper, Donna	7-13-65	90-020-598	7-13-79	Eligible. Applicant entered program on her 14th birthday.
Craft, Sylvia	6-29-65	90-020-588	7-9-79	Eligible. Applicant enrolled after 14th birthday.
Douglas, Danielle	6-30-65	90-020-611	7-9-79	Eligible. Applicant enrolled after 14th birthday.
Dozier, Ann	7-13-65	90-3HA-483	8-13-79	Eligible. Applicant enrolled after 14th birthday.
Dunn, Debbie	7-26-65	90-020-736	7-16-79	Ineligible. Applicant enrolled 10 days prior to 14th birthday.
Fitzgerald, Karen	7-4-65	90-020-743	7-16-79	Eligible. Applicant enrolled after 14th birthday.
Galloway, Patricia	7-31-65	90-363-020	8-13-79	Eligible. Applicant enrolled after 14th birthday.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Graham, Troy	9-4-64	90-3AA-xxx	7-3-79	Eligible. Date of birth erroneously recorded. Application reflects the birthdate of 9-4-64. Youth was 14 years old when he entered the program.
Gray, Darrell	4-26-65	90-366-156	7-3-79	Eligible. The date of birth was erroneously recorded. Application reflects the birthdate of 4-26-65.
Harley, Timothy	7-5-65	90-3HA-LPA	7-30-79	Eligible. Applicant enrolled in the program after his 14th birthday.
Harris, John	7-31-63	90-3HA-174	6-28-79	Eligible. Birthdate erroneously recorded. Application reflects the birthdate of 7-31-63. Youth was actually 15 years old when he entered the program.
Henderson, Dexter	11-26-65	90-361-372	7/2/79	Ineligible. Applicant not meet required age for program participation.
Henry, Gayle	6-29-65	90-3DB-105	7-3-79	Eligible. Applicant entered the program after 14th birthday.
Hutchinson, Robert	7-21-63	90-3KA-lxx	6-28-79	Eligible. Birthdate was erroneously recorded. Application reflects the birthdate of 7-21-63. Resultingly, youth was of eligible age for program participation.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
James, Arthur	10-14-64	90-3HA-180	6-28-79	Eligible. Birthdate was erroneously recorded. Application reflects the birthdate of 10-14-64. Person was of eligible age for enrollment.
James, Maureen	9-03-65	90-3HA-108	6-28-79	Ineligible for program participation.
James, Sharon	6-30-65	90-020-555	7-9-79	Eligible. Participant enrolled after 14th birthday.
Jeffries, Sandra	9-30-64	90-3HA-180	7-9-79	Eligible. Participant birthdate was erroneously recorded. Application reflects the birthdate of 9-30-64. Person was 14 years old at the time of enrollment.
Jennings, Kandices	7-23-65	90-3CE-LXX	7-23-79	Eligible. Participant enrolled on 14th birthday.
Johnson, Vance	9-14-63	90-3CS-595	8-17-79	Eligible. Participant's birthdate was erroneously recorded. Actual date of birth is 9-14-63; individual met age requirement for program participation.
Jones, Crystal	7-2-65	90-020-514	7-9-79	Eligible. Participant was enrolled after 14th birthday.
Juhans, Renne	7-9-65	90-020-125	7-16-79	Eligible. Participant was enrolled after 14th birthday.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Jemerson, Dennis	7-5-65	90-020-408	7-23-79	Eligible. Participant enrolled after his 14th birthday.
Middleton, Michael	7-16-65	90-3HA-178	8-6-79	Eligible. Participant enrolled after 14th birthday.
Parr, Reginald	9-10-65	90-020-617	7-16-79	Ineligible. Age requirement for program participation was not met.
Royal, Darryl M.	7-9-65	90-020-612	7-16-79	Eligible. Participant enrolled after 14th birthday.
Watts, Karen A.	8-18-65	90-020-622	7-16-79	Ineligible. Participant enrolled prior to 14th birthday.
Wood, Marie A.	7-4-65	90-020-775	7-16-79	Eligible. Participant enrolled after 14th birthday.
Anderson, Dudy	4-16-57	90-3JA-3XX	7-9-79	Ineligible. Age requirement for program participation was not met.
Augustus, Barbara	1-21-57	90-3JA-3xx	7-9-79	Ineligible. Participant did not meet age requirement for program participation.
Butler, Wayne	9-12-55	01-32-711-000	7-9-79	Not a program participant. Organizational code denotes that individual is not an enrollee of the summer program.
Gwens, Pamela	5-28-57	90-3FA-lxx	7-9-79	Ineligible. Participant did not meet the age requirement for program participation.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Harris, Bertrand	5-19-57	90-020-104	7-9-79	Ineligible. Participant did not meet the age requirement for program participation.
Harris, Vivian	8-10-49	01-20-020-730		Not a program participant. Organizational code denotes that the individual was not an enrollee of the summer youth program.
Knight, Benjamin	8-8-65	90-020-352	7-9-79	Ineligible. Participant enrolled prior to 14th birthday.
Lunsford, Derek	7-3-65	90-020-470	7-9-79	Eligible. Participant enrolled after 14th birthday.
McFadden, Donna	7-25-65	01-90-3BA-178		Not a program participant. Organizational code denotes individual not enrolled in the summer program.
Mont, Tobatha	6-30-64	90-354-552	8-6-79	Eligible. Participant's date of birth was erroneously recorded. Application reflects 6-30-64 as date of birth. Age requirement was therefore met.
Patterson, Freddie	7-11-65	90-3DB-118	8-6-79	Eligible. Participant enrolled after 14th birthday.
Polk, Antoinette	7-14-65	01-3BA-176		Not a program participant. Organizational code denotes individual was not enrolled in the summer program.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Powell, Gladys	7-5-65	90-37A-4XX	7-9-79	Eligible. Participant enrolled after 14th birthday.
Redd, Allen M.	7-6-65	90-020-999	8-6-79	Eligible. Participant enrolled after 14th birthday.
Richardson, Wilbur	7-3-65	90-020-555	7-9-79	Eligible. Participant enrolled after 14th birthday.
Rowe, Roby	7-11-65	90-3HA-LPA	8/6/79	Eligible. Participant enrolled after 14th birthday.
Slade, Vivian	11-15-62	90-3FC-1xx	6-28-79	Eligible. Date of birth was erroneously recorded. Application reflects 11-15-62 as date of birth; age requirement for program participation is therefore met.
Smiley, Lisa	12-19-64	90-020-318	7-9-79	Eligible. Date of birth was erroneously recorded. Application reflects 12-19-64 as date of birth; age requirement for program participation is therefore met.
Snowden, Eugene	12-03-65	90-3AA-1xx	7-9-79	Ineligible. Age requirement for program participation was not met.
Sutton, Stacey L.	7-13-65	90-020-408	7-23-79	Eligible. Participant entered the program after 14th birthday.
Hickman, Viola	1-10-57	90-3DB-104	7-16-79	Ineligible for program participation.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Hursey, Ewall	5-28-65	90-020-127	7-2-79	Eligible. Participant birthdate was erroneously reported. Actual date of birth is 5-28-65; person was 14 at time of enrollment.
Lewis, Cheryl	7-6-57	90-020-157	7-9-79	Ineligible for program participation.
Limes, Priscilla	12-6-56	90-3DB-118	7-9-79	Ineligible for program participation.
Love, Alton	3-10-64	90-3HA-1PB	7-9-79	Eligible. Participant birthdate was erroneously reported. Application reflects the birthdate of 3-10-64; person was 15 at time of enrollment.
McNeill, Jacqueline	5-30-57	90-3DB-130	6-28-79	Ineligible for program participation.
Palmer, Barbara	11-27-55	01-32-711-000	6-28-79	Organizational code denotes individual not enrolled in the summer program.
Schmidt, Sharelle	6-20-55	90-020-555	7-9-79	Ineligible for program participation.
Scott, Mary	11-30-61	01-20-020-730	6-28-79	Birthdate erroneously reported. Application reflects the birthdate of 11-30-61. Organizational code denotes individual not enrolled in the summer program.

NAME	DATE OF BIRTH	ORGANIZATION CODE	ENROLLMENT DATES	EXPLANATION
Steward, Valerie L.	5-23-60	90-3AE-100	7-9-79	Eligible. Participant birth-date was erroneously reported. Application reflects birth-date of 5-23-60; person was 19 at time of enrollment.
Thomas, Edward	10-25-55	90-020-270	7-16-79	Ineligible for program participation.
Sykes, Paul E.	7-15-65	90-020-408	7-16-79	Eligible. Applicant enrolled after 14th birthday.
Taylor, Clifford	8-17-63	90-3DB-107	6-28-79	Eligible. Date of birth was erroneously recorded. Application reflects the birthdate of 8-17-63; age requirement for program participation was met.
Waiton, Angie	12-16-65	90-020-408	7-9-79	Ineligible. Age requirement for program participation was not met.
Poindexter, James	4-24-64	90-020-270	7-9-79	Eligible. Date of birth was erroneously recorded. Application reflects birth-date of 4-24-66. Age requirement is therefore met.

QUESTION:

43. Given the age of the participants, the short term nature of the program, and the historical problems in administration, it would appear that orientation is critical to a successful effort. Some organizations and youths said that they received no orientation or were to be scheduled for orientation at the end of the program. How many youths received orientation prior to the program's start, how many during the program, and how many didn't receive orientation at all?

ANSWER:

43. A total of 10,588 youths attended the orientation sessions on June 25, 26 and 27, before reporting to their jobs. Ongoing sessions were held from July 9 through August 17 and a total of 8,184 youths attended those sessions.

There is some duplication in the above statistics because there were youth who attended orientation/counseling sessions before and during the program. The contractor who provided the sessions estimates that about 70 percent of the summer employees enrolled in the subsidized job programs received counseling.

QUESTION:

44. What role does Metro Studies, Inc. play in the summer jobs program orientation?

ANSWER:

44. Metro Studies, Inc. was contracted to provide program participants with orientation to the world of work prior to their entry into the program and to provide counseling sessions to program participants throughout their summer employment experience. They also were funded to perform an evaluation of the summer program in terms of it's effectiveness in meeting it's planned objectives to service the youth of the District of Columbia.

QUESTION:

45. How long has Metro Studies been involved in the summer jobs program?

ANSWER:

45. Metro Studeis has been involved in the summer jobs program for the past two years. In 1978, they were contracted by the D.C. Department of Labor to provide an evaluation of the summer jobs program. In 1979, the contract was let to provide another evaluation in addition to sponsoring orientation workshops for the summer participants and their parents.

QUESTION:

46. Metro Studies evaluated the 1978 program and will do so for the 1979 program as well. Do you see any conflict between the firm providing both the orientation and the evaluation?

ANSWER:

46. Metro Studies assigned separate staff to provide orientation and to prepare the overall program evaluation. There was professional staff, who had performed CETA program evaluations nationwide, brought onboard specifically to conduct the program evaluation. A systematic approach was used to identify youth and programs which would be a part of the evaluation sample.

QUESTION:

47. From reading the Investigations Staff report, it doesn't appear that youths were beating down the doors to enroll in the program. The report mentions the leasing of vans to drive throughout the city looking for potential participants, and that youngsters at Lorton Correctional Facility were registered. Despite these efforts, the report notes that on April 11, only about 15,800 youths had registered. With all the publicity given the program, why was there such an apparent small registration?

ANSWER:

47. Registration figures reported for the period ending April 11 would not be reflective of the potential for registration for summer employment. In spite of wide publicity and the use of the vans during the months of May and June to recruit for summer employment opportunities, the majority of youngsters habitually delay their registration until the first part of the summer and even later. The desire and need for summer employment apparently are more real to younger residents when summer is an imminent or current experience.

QUESTION:

48. The situation with regard to registering youths from Lorton seems rather unique. If the purpose of the summer program is to keep youths from getting into trouble by keeping them employed and off the streets and the number of youths applying was reported way over 30,000 what was the purpose of registering incarcerated youths? Was the Department of Labor that desperate to find participants for the program?

ANSWER:

48. The District of Columbia considered all eligible youth for participation in the Summer Youth Employment Program. We strongly felt it was useful to have a model project on an experimental basis in terms of transitioning youth offenders back into the community with some work experience that relates to the world of work.

QUESTION:

49. How many other correctional facilities were visited to enroll youths in the summer program, and how many youths registered?

ANSWER:

49. Lorton was the only correctional facility visited for purposes of registering youths for the Summer Youth Employment Program.

QUESTION:

50. How many and what percentage of the youth inmates at Lorton have regular jobs within the facility?

ANSWER:

50. There are a total of 219 inmates on regular jobs within the Lorton facility. This constitutes roughly 50% of the total population of 441 inmates.

QUESTION:

51. What types of summer jobs did the youth at Lorton have, and how do they compare with the regular jobs at the facility?

ANSWER:

51. Regular jobs and summer program jobs are similar. The summer jobs included recreation aide, utility aide, food service aide, and gardeners. The basic difference between the two types of positions

are a number of work hours and pay. Because most inmates at Lorton are enrolled in some type of program during the day, the regular jobs average 3 hours per day. Wages total \$16.00 per month. Summer jobs provide work for 5 hours per day and pay \$2.90 per hour.

Because of the longer work schedule, inmates in summer jobs were expected to perform at a higher rate of productivity.

QUESTION:

52. Don't you see something inherently wrong in paying youths about 10 times more for an eight week summer program than they could earn in a regular prison job?

ANSWER:

52. The Lorton facility representative has expressed belief that the inmates are not paid enough. The inmates at Lorton have sentences which on the average do not exceed 18 months. During this time they have families to support and other financial obligations. The philosophy of the facility is to take every opportunity to enhance the income of the inmate and to establish a pattern of employment which the inmate will be encouraged to continue after he leaves the facility.

QUESTION:

53. How many other incarcerated youths were paid for participation in the 1979 program?

ANSWER:

53. There were 19 incarcerated youths in the 1979 program.

QUESTION:

54. Do you intend to enroll incarcerated youths in the 1980 summer program and, if so, what would be the rate of pay?

ANSWER:

54. The District will consider all eligible youth for program participation including eligible inmates as defined by applicable District and Federal regulations. In keeping with provisions of the law, or in the absence of any prohibitions, they will be paid at the prevailing rate of pay for all program participants.

QUESTION:

55. The report is not very complimentary on the monitoring of the 1979 program. The report noted sporadic reporting of monitoring visits as well as inconsistent reports. How many total reports were filed for the 1979 program?

ANSWER:

55. There were 7,208 weekly monitoring reports filed on programs participating in the 1979 summer program.

QUESTION:

56. How many should have been filed?

ANSWER:

56. Providing all programs had started at the same time, 8,600 weekly reports would have been on file in the Monitoring Unit. But due to the sporadic starting dates of the new programs, less reports were actually filed.

QUESTION:

57. Since this year's monitoring reports will apparently be of little value in determining whether the organizations should be included in the program next year, how do you intend to make the determination?

ANSWER:

57. It is our position that monitoring reports prepared on the 1979 Summer Youth Employment Program are of value in making decisions for the 1980 Summer Program.

There were several programs identified as poor, or problematic by the monitors, and recommendations have been made to the new summer planning staff that these programs should take corrective action in order to participate in the 1980 program.

QUESTION:

58. With respect to placing youths with sponsors, the report mentions that the Department of Labor tried to honor youths' requests to work for a particular organization, but would not honor organizations' requests for youths by name. Would someone please explain in more detail the Department of Labor's policy with respect to name request?

ANSWER:

58. Enclosed are two documents which detail the Department's policy of referral and the rationale for it. Due to the large number of applicants for employment service there is a need for an equitable manner in which to service these requests. In order to be as fair as possible and to comply with federal regulations, applicants eligible for program participation are referred in order of priority target groups established by the relevant law and/or regulations; and chronological order based in the date of application. In support of the policy the definition of a placement which the U.S. Department of Labor applies to federally funded employment service operations will not allow credit for a placement resulting from the employers designation of specific individuals to be referred.

TO: Ben Drew
 FROM: Lorenzo M. White
 SUBJECT: PSE Name Requests

Date: JUL 15 1977

This is to advise that it is the policy of this Department not to honor name requests for applicants to participate in the Public Service Employment (PSE) program.

The above policy is based on the fact that the Office of Employment Service has a file of thousands of unemployed persons seeking employment opportunities.

Such persons are referred based on:

1. Eligibility to participate in CETA by Title.
2. Experience and qualifications as comparable to those shown on the job order supplemented by:
 - a. Target group affiliation as spelled-out in the regulations and/or grant.
 - b. Chronological order from date of application.

We would appreciate you conveying this policy to potential and actual PSE project sponsors.

ENCLOSURE TO QUESTION 38

PLACEMENT, ES — ES The hiring by an employer of an individual referred by the employment service for a job or interview providing that the employment service completed all of the following steps: (a) prepared a job order form prior to referral; (b) made prior arrangements with the employer for the referral of an individual or individuals; (c) referred an individual who had not been specifically designated by the employer; (d) verified from a reliable source, preferably the employer, that the individual had entered on the job; and (e) recorded the placement on appropriate employment service forms.

AGRICULTURAL PLACEMENT — A placement in an establishment primarily engaged in agricultural production (major industry group 01 and 02, or agricultural services (major industry group 07).

CLEARANCE PLACEMENT — A placement of an applicant by a local office which is located in a different labor market area from the one in which the employer is located.

INTERSTATE CLEARANCE PLACEMENT — A placement of an applicant by a local office which is located in a different labor market area in which the employer is located, but both are located in the same State.

INTERSTATE CLEARANCE PLACEMENT — A placement of an applicant by a local office which is located in a different State and a different labor market area from the one in which the employer is located.

LOCAL INTERSTATE PLACEMENT — A placement made by an Interstate Job Bank where the job opening is from one State and the applicant is referred by a local office from another State in the same labor market area.

LOCAL PLACEMENT — A placement made by a local office which is located in the same labor area as the employer.

MASS PLACEMENT — Placement of groups of applicants not involving individual selection and referral interviews, or the placement of a single applicant where circumstances precluded the preparation of an application card.

From the Glossary of Program Terms and Definitions,
 U.S. Department of Labor
 Employment and Training Administration

AUG 1979

QUESTION:

59. The report noted instances where this policy or exceptions to it caused problems. An example used was the Interdisciplinary Cooperative Education Program (ICEP), which requested 500 youths to serve as carpentry, auto mechanic, and clerical aides. ICEP wanted to name 300 youths and select the other 200 at random. This request was denied.

ANSWER:

59. The ICEP job order requested the referral of youths for positions as aides. They did not require individuals with specific skills. Rather they were generally seeking youngsters with an interest in the work area, in some cases with only a very basic knowledge of the work medium. Resultingly, the normal referral process would have identified youth with interests and abilities to perform the jobs.

There was an effort made to resolve this matter without the loss of the jobs. An agreement was reached with an Assistant Superintendent of D.C. Public Schools. However, lower level program staff did not honor the commitment made by superiors. The 500 slots were reassigned to various other participating programs.

QUESTION:

60. The report also explains at some length the problems at a theatrical workshop which had originally requested 80 youths. I am advised that the organization involved was Workshops for Careers in the Arts, sponsored by the George Washington University. Could someone please explain the basis of the decision to dismiss the originally assigned youths and replace them with name requested youths?

ANSWER:

60. The decision that was made in reference to Workshops for Careers in the Arts was to reassign youth originally enrolled to other work-sites more suitable to their skills and to backfill those positions with youth having abilities in the performing arts.

The referrals that had been made to the subject program were determined by the employer to be unqualified to perform the duties of available positions. The positions were for highly skilled performers. The youth identified as qualified by the employer for the positions had previously participated in the program, could offer experience to the job, and would expand upon an on-going learning process. Those that met program eligibility criteria were therefore permitted to work at the site.

QUESTION:

61. Don't you think this was an extreme disservice to the replaced youths?

ANSWER:

61. Those youth who were identified as unqualified for positions with Workshops for Careers in the Arts were reassigned to other positions which could accommodate their abilities and interests. In our view it would have been a disservice to these individuals if we were to have either insisted that they remain with an employer who believed the work experience could not benefit them, or if we had offered them no alternative to termination from the program.

QUESTION:

62. The staff also advises me that despite the problems outlined with the workshops, on August 3, 1979, Mr. Goff approved and forwarded for placement additional slots for the workshops. First of all, how could you even think of approving additional slots to this organization, and secondly, were the slots even filled?

ANSWER:

62. The evaluations submitted at the time of the second job order were not indicating a need to discontinue the program, although there were indications of the need for improvement. The additional slots were allocated to conform to the total need of the program in order that the employer would be operating with a full complement of performing and support workers.

QUESTION:

63. At the hearing, the Committee was provided with a computer listing of the some 42,000 names of youth who had registered in the program. Please define more specifically what these names represent. Are those youths that signed up with the city program, or with other programs, such as the Board of Trade effort, as well?

ANSWER:

63. The list of 42,347 individuals are the youth who registered in the D.C. Department of Labor. This does not include the youth enrolled in the programs to which referrals were made outside the Department, such as the program of the Board of Trade.

The list is a summary of all youths who registered during the year and expressed an interest in employment.

QUESTION:

64. When was this list compiled? It has no date.

ANSWER:

64. The list was run from the computer on November 20, 1979.

QUESTION:

65. Could more information be provided on these same names, such as when they registered? It would be helpful to know how many registered before June 30 and July 15, between July 15 and August 15, and after August 15.

ANSWER:

65. The data by which we can immediately breakout the total of 42,347 by distinct time frames is abstracted from the Employment Service Automated Reporting System (ESARS) and is provided below.

Unfortunately, ESARS data is reported monthly and does not conform to the time frames for which the question was posed. We nonetheless have listed the data below to indicate the overall pattern of youth registrations for employment. The figures reflect the totals as of the end of the months identified.

June, 1979	-	34,341
July, 1979	-	36,756
August, 1979	-	37,463

QUESTION:

66. How is it that you now claim to have registered 42,000 youths in the program (and have provided a list of names) yet city documents dated August 28 show total registration at only slightly over 29,000.

ANSWER:

66. The figure 29,693 was reported in the Summer Program Activity Report of the Branch of Young Adult Services with the D.C. Department of Labor. Resulting, it is a one source figure which is not reflective of total Departmental activity. The figure 42,347 is the total youth registered department-wide.

QUESTIONS SUBMITTED BY SENATOR MATHIAS

QUESTION:

1. What would be the effect on the goals established if the appropriated program was indeed reduced by 50%?

ANSWER:

1. A 50% cut in funds would logically reduce and/or eliminate various established goals that had been stated, to the participants, the employers, and the community. It would have at a minimum, the following effect:

1. It would result in a crucial elimination of an already undermanned administrative and support staff, while not reducing the number of worksite required to operate the program.

2. It would further exacerbate the 40% unemployment rate for minorities, and definitely would not meet the needs of the youths concerned.

3. It would severely curtail sub-contractor participation that would result in an over-load to the prime sponsor.

4. It would necessitate our having to bloat the private sector which would severely strain or sever future ties, etc.

QUESTION:

2. The Investigations staff states that the head of the D.C. Department of Labor concluded that "if out of 24,000 positions 7,000 to 10,000 kids were doing meaningful work or have a good work experience, the program was successful as far as quality goes. Does this imply that the city is willing to "write off" more than one-half of the jobs as meaningless or irrelevant?

ANSWER:

2. This statement was not made by the Director, D.C./DOL. It was made by an employee and does not represent the thinking of the administration or the philosophy of the Department. This was a personal opinion of an employee of the summer program.

The 1979 Summer Jobs Program provided, perhaps for the first time in the history of the program, a greater diversity in the selection of host worksites. This was evident in the number of special model projects which were introduced to provide a variety of work experience situations, such as --

- a. Literacy for Low-Verbal Deaf
- b. Career Exploration in Social Services
- c. Classroom Training for Teenage Parents
- d. Work Experience in Community Improvements
- e. Career Exploration in the Construction Fields
- f. Career Exploration in Community Health Services
- g. A work experience project in the arts

A total of 289 persons, between the ages of 14 and 21, were served in these projects.

From the outset of the program, employers who agreed to provide host worksites were told of the importance of providing a meaningful work experience for the enrollees. Orientation sessions were held with host site supervisors, who were provided specific and written instructions on what was required and what was expected. Items covered during the orientation sessions included an overview of the program, program eligibility and requirements, federal regulations, orientation of youngsters, time and attendance record keeping, payroll/personnel procedures, monitoring on-site visits, and the Memorandum of Understanding. Thirteen sessions were held during a two-week period beginning June 6, 1979. Whereas approximately one-third of the host agencies contacted did not respond, and orientation for these agencies was left for monitors to perform.

Department policy was and is that worksites provide structured tasks in which youth were actively involved and learned many requirements of the world of work.

QUESTION:

3. The report identifies monitoring of the program as the "Pivotal Point" in the operation of the Summer Youth Employment Program. The report then goes on to cite situations where the Investigations Staff believed the monitoring was inadequate due mainly to insufficient staff. Could you please describe the attempts that were made to assure that the program was adequately monitored, the ratio of supervisors to participants and any changes in program monitoring that you would propose for the future?

ANSWER:

3. Monitoring was a key concern of the D.C. Department of Labor. To assure complete understanding of program procedures and policies, the Department sponsored an intensive orientation workshop for the monitoring staff from June 11th thru the 15th providing them with operational manuals, samples of evaluating techniques and a slide tape presentation which discussed methods of dealing with the youths themselves. Additionally, two weeks prior to the start of the program, monitors contacted the site supervisors, delivered the operational manuals and enrollee handbooks to the sites, and were responsible for explaining the time and attendance procedure to the supervisors.

To facilitate transportation and communication between the monitor and the worksite, the city was divided into Districts, making programs in close proximity easier to reach.

It was also a requirement for the monitors to evaluate each program and submit to the Department weekly monitoring reports. These reports were used in assessing the progress and problems of the worksites within the current year's program as well as projecting the viability of the host programs operation for future summer youth employment programs.

The ratio of supervisors to participants varied based on the size of the program and the actual work activities involved. Many smaller sites provided one to one ratios and in other cases, depending on the size and the extent of the programmatic activities, the ratio was broader.

Recommendations for future changes in program monitoring would be as follows:

a. A 1:50 monitor/participant ratio.

b. Limiting the role of the monitor's responsibility to evaluating and monitoring activities. Other duties performed in the past, i.e. payroll, should be discontinued by this unit in order to provide maximum effectiveness in the reporting/evaluation process.

QUESTION:

4. The Report implies that the program in Washington, D.C. was worst than any of the ten other cities monitored by the Department of Labor during 1979. What indications have you gotten from the United States Department of Labor to indicate that Washington, D.C. showed the poorest performance of any city?

ANSWER:

4. The D.C. Department of Labor has not received any indication from the U.S. Department of Labor that the District's performance in the 1979 Summer Youth Employment Program was poor.

QUESTION:

5. The report notes that the number of organizations participating in the Summer Youth Employment Program increased from 173 in 1978 to about 900 in 1979. What accounted for this great increase in participating organizations and did the inclusion of private sector profit-making firms, through supplemental appropriations, broaden the experience of program participants?

ANSWER:

5. The increase in the number of participating employer organizations can be attributed to a variety of factors --

a. The mere fact that more funds were available to fund more jobs generated an increase number of worksites.

b. The new authorization to utilize private, profit-making organizations expanded the field of worksites in a variety of private industry.

c. In order to provide maximum opportunities to small business establishments to participate in the program, there were no minimums on the number of slots which could be requested by an employer. Resultingly, there were numerous employers who hired one or two enrollees. The impact of this was to increase the number of worksites.

It is firmly believed that the inclusion of private profit-making firms broadened the experience of program participants --

a. Participants were provided on-site exposure to the nature and working of private employment. The understanding of this sector of the work world could be useful for future employment experiences.

b. Private industry offers a greater variety of work experience opportunities in vocations not offered by the public sector.

c. The employer received exposure to the skills and overall abilities of youth. It is believed that the positive impact of the experience could open up new avenues for the employment of youths.

The private profit-making employer is the major employer nationwide. It is important that to the maximum extent possible we take every opportunity to enlighten youngsters about that sector of the world of work.

QUESTION:

6. What is the D.C. Department of Labor doing now to prepare for the 1980 Summer Youth Employment Program?

ANSWER:

6. Planning has already begun. Comprehensive planning and administration effort began in October with the appointment of a Youth Employment for the Summer (YES) director. The director, John M. Anderson, is currently appointing necessary staff and has prepared a preliminary plan for the 1980 Summer Jobs Program.

The Department has begun action which will result in a meaningful summer program for 30,000 youths in Summer 1980. As of October 8, 1979 thirteen full-time, year-round staff persons were hired to do in-depth program planning. These persons, along with additional temporary staff, will be responsible for the execution of those plans. The staff has been divided into several Divisions with specific responsibilities for components of the planning process.

a. Payroll Division: Responsible for the establishment of an efficient system which will be accountable for time and attendance records, payments and payment distribution, with expected systems plan completion by the middle of January.

b. Registration and Recruitment Division: Responsible for design of recruitment process, development of youth recruitment forms, certification of youth and verification of eligibility. The system will be timely so that the registrant will have all of the above completed and will be informed in advance of employment where he will work and when he will begin employment. Plan projected to be completed by January.

c. Job Development Division: Responsible for development of meaningful jobs for 30,000 youth in government and private agencies, to include both profit and non-profit making organizations. Jobs are to be established prior to youth recruitment. Projected plan completion by end of December.

d. Training Division: Responsible for the development and execution of training programs for program monitors and all staff participating in the summer program. Grants management training is presently scheduled for selected YES Staff for December 18-20 and

MIS training is presently underway. Corrected plan projected to be completed by the end of January.

e. Monitoring Division: Responsible for implementation of evaluative system of work experiences, sites and supervision. Well-designed forms and appropriate time-frames for accountability will be a part of the system. Projected plan completion by end of December.

f. Community Liaison: Responsible for establishment of a year-round Summer Youth Advisory Board to the D.C. Department of Labor which is representative of all sectors of the City. It will review plans and policies, assist in an assessment of youth needs, identify problem areas and foster public support and involvement in the summer program. Projected date of plan completion is end of December.

g. Evaluation Division: Responsible for implementation of a system for evaluation of total summer program to identify needed changes and adjustments, as they pertain to all areas of program performance. Projected date of plan completion is the middle of December.

NONDEPARTMENTAL WITNESSES

NATIONAL BLACK VETERANS ORGANIZATION

STATEMENT OF YVONNE AUSTIN

ACCOMPANIED BY:
DARLENE DAWKINS
BARBARA KEELS

UNITED PLANNING ORGANIZATION

STATEMENT OF WILLIAM DAVIS, DIRECTOR

ACCOMPANIED BY:
PAMELA PENNEL
LESLIE SWAN
FREDDIE WHITE

TESTIMONY ON JOB EXPERIENCES

Senator LEAHY. Now we have a number of private groups here. As I said earlier we have to leave as close to 9:30 as is possible, so I would ask the various groups in coming up to be as brief as possible, address themselves to the main point of the kind of job experiences that are provided and what was good, what was bad in it. I know that we have Yvonne Austin from the National Black Veterans Organization with a couple of youth participants here.

We have Dr. William Davis, Director of the United Planning Organization again accompanied by students Pamela Pennel, Leslie Swan, and Freddie White.

I wonder if Ms. Austin and Dr. Davis along with the students could all come together. With the young people here now I would like to hear from them first if we could.

So, Ms. Austin, and Dr. Davis, and those with you, would you all come to the table and once you get seated up here we can get your names. If there are not enough chairs, just bring some up from the other tables.

I am going to start from your right and go to your left, and we will start with the young lady in the green dress. Give us your name if you would.

INTRODUCTION OF WITNESSES

Ms. DAWKINS. I am Darlene Dawkins, and I am a student at Calvin Coolidge High School.

Ms. KEELS. I am Barbara Keels, also a student at Calvin Coolidge High School.

Ms. AUSTIN. I am Yvonne Austin, Director of Technical Assistance Services for the National Black Veterans.

Ms. SWAN. I am Leslie Swann, student at Cardozo Senior High School.

Mr. DAVIS. I am William Davis, Executive Director of the United Planning Organization, the antipoverty agency for the District of Columbia and Arlington County, Va.

Senator LEAHY. We are glad to have you here. Next.

Mr. WHITE. I am Freddie White student at Highland.

Ms. PENNEL. I am Pam Pennel, student at Cardozo Senior High School.

FUNCTION OF NBVO

Senator LEAHY. We are delighted to have you here, all of you. Why don't we start with Ms. Austin and what I would suggest is you may want to tell us of your feelings and get the young people in the conversation with you and I will ask Dr. Davis to do the same.

Ms. AUSTIN. Good morning, Senator and members of the Appropriations Subcommittee on the District of Columbia. On behalf of the board of directors and staff of the National Black Veterans Organization I extend to you a heartfelt appreciation for allowing us this opportunity to present testimony and support for the summer youth employment program in the District of Columbia for disadvantaged youths.

We, the NBVO, are a nonprofit, tax-exempt organization dedicated to Vietnam-era veterans to make an orderly readjustment to civilian life. We are also dedicated to changing the plight of the disadvantaged youth by assisting them in obtaining the necessary skills to compete in the open job application market without rejection processes and provide you with a continuous personal and social reinforcement experiences. NBVO supports the District of Columbia effort to provide inner city youth a summer employment initiative and support continuing program efforts in this arena for summers to come.

We at NBVO believe that not only the youth participants have benefited from the services of this program but that the community as a whole was able to enjoy the economic infusion this program engendered.

NBVO had the unique and rewarding experience to work with eight enthusiastic, energetic, and hard-working summer youth participants this past summer. These individuals were placed into all phases of our operations and we attempted not to stifle their ability to be creative and fully utilize their talents.

PREPARED STATEMENTS

Senator LEAHY. I wonder if I might interrupt there and I would add, too, that your statements will be made a part of the record.

[The statements follow:]

STATEMENT OF Ms. YVONNE D. AUSTIN

Good morning Senator Leahy and members of the Appropriations Subcommittee on the District of Columbia. On behalf of the board of directors and staff of the National Black Veterans Organization, I extend to you our heartfelt appreciation for allowing us the opportunity to present testimony in support of the summer youth employment program in the District of Columbia for disadvantaged youths.

NBVO is a nonprofit, tax-exempt organization dedicated to assist Vietnam-era veterans to make an orderly readjustment into civilian society. NBVO is also dedicated to changing the plight of disadvantaged youth by assisting them in obtaining the necessary

skills to compete in the open job application and job retention processes, and to provide youth with the continuous personal and social reinforcement experiences.

NBVO supports the District of Columbia's efforts for providing inner-city youth a summer employment initiative and supports continuing programmatic efforts in this arena for summers to come.

We at NBVO believe that not only the youth participants have benefited from the services of the program, but that the community as a whole was able to enjoy economic infusion this program engendered.

NBVO had the unique and rewarding experience to work with eight enthusiastic, energetic, and hard-working summer youth participants this past summer. These individuals were placed into all phases of our operation and we attempted not to stifle their ability to be creative, and to fully utilize their talents. They were given the opportunity to interact and assist in the accounting, public relations, technical assistance and personnel departments. NBVO is exceptionally pleased to announce that these youth not only augmented our staff, but their willingness to learn and their dedication was asserted in the research into youth programs.

Much emphasis, as should be, is placed on our youth receiving quality education. Our public school teachers have the responsibility to supply our youth with the necessary educational instructions to develop their thought processes, increase their educational level and ability to learn, and assist our youth in becoming achievers. In return, these students must take the initiative to work hard in order to increase their ability to comprehend and yet be able to utilize the skills they are beginning to develop. This means that they must be given the opportunity to use these proper tools as they progress, presently in school, and in their future career endeavors.

Our youth participants were products of the District of Columbia Public School System, and we are happy to have been given the opportunity to work with such fine students. However, NBVO is interested in the plight of all youth, especially in the area of job acquisition. We understand that not everyone can hold a Ph. D. and provide the expertise that goes along with the title, however, we are cognizant of the basic necessities of survival and feel that our youth should be equipped with those fundamentals necessary for them to get a steady job with upward mobility.

We are confident that even in our short period with those young people, we assisted in developing in our participants, self-esteem, self-reliance, and a positiveness about the world of work. NBVO counseled each of its participants early in the program. We also placed emphasis upon and stressed their need to be to work on time, to get along with their fellow employees, the need to complete an assigned task and to enjoy their work at the same time. NBVO feels it has instilled in its participants good work habits for future job attainment and retention.

We feel the community also derives benefits from the youth being employed during the summer months. It provides temporary work while out of school for summer recess. These youth are supervised, limiting their mobility to become mischievous juveniles with nothing to do. Their time is well utilized by performing constructive tasks. While statistics have not been compiled, NBVO will not be surprised to find a decrease in juvenile related crimes during the summer months of 1979 as opposed to previous summers.

There are long-term effects by our youth being provided with summer jobs. With much emphasis being placed on work experience when applying for steady employment, part-time summer employment will assist our youth not only in receiving first-hand experience in performing a job, but it gives them the experience employers request in hiring employees.

NBVO knows we have turned back into the community, eight competent young adults who have developed healthy, positive attitudes toward the world of work.

If other agencies could afford our youth the type of opportunities we have attempted to give them, there would be less dependency on subsidized means of existence and more persons would feel that they are contributing to the American economy.

In conclusion, again, we stress the need for the continuing operation of the District of Columbia's summer youth employment program, to enable a large number of our city's youth the opportunity to be employed during the summer recess. Notwithstanding the few administrative problems the fiscal year 1979 summer program has suffered, we have been assured that the administration has taken the corrective steps to insure successful summer youth employment programs in the future.

STATEMENT OF DARLENE DAWKINS

Members of the Senate Appropriations Subcommittee on the District of Columbia, today I am providing support of summer youth employment programs.

I worked at the National Black Veterans Organization for the summer of 1979. This experience was most enjoyable. I enjoyed working with the wonderful people at National Black Veterans Organization. It was my first time working on a summer job, and it was quite an experience. Everyone at the National Black Veterans Organization was nice and friendly, they took time to tell us how things were done and how to do it. If I had any question, they freely supplied the answers.

National Black Veterans Organization gave me a push toward my future career goal. I am planning to study accounting upon completion of high school. They gave me this start by assigning me to the accounting department. This made me feel really needed. They helped me and I didn't mind working.

I loved working with the people at National Black Veterans and would love to continue.

Thank you Senator Leahy and members of this committee for providing me with this opportunity to appear before you to provide testimony on my experience as a summer youth employment participant in the District of Columbia.

STATEMENT OF BARBARA KEELS

Members of the Senate Appropriations Subcommittee on the District of Columbia, today I am providing testimony in support of the summer youth employment program (SYEP).

During the past summer, I worked at the National Black Veterans Organization and was so placed at the organization through the efforts of the District's SYEP.

While working at the National Black Veterans Organization, I was offered the opportunity to explore areas of business I had little knowledge of, because the employees took the time to teach me. One phase of the National Black Veterans Organization's operation is recycling. I learned that paper is recycled by its grade and not by the color, and that newspaper is valuable and should be saved to be recycled.

Also, my learning experiences included the endurance of pressure, the ability to be patient, and the determination it takes to work in the office of the executive. The ability to keep things organized, prompt reporting, and receiving and delivering messages, along with a friendly word or two was important in keeping everything going well.

One of my most prestigious jobs was working as a receptionist. In the past I thought receptionists did nothing but sit and look dignified, but they do not, at least not at the National Black Veterans Organization. I had to keep correct records of the messages, the correct names, addresses, phone numbers, and brief messages. Also making sure they were issued within a reasonable amount of time and assisted in clerical functions. These things helped in making the organization run smoothly.

The above stated examples along with many other responsibilities I had at the National Black Veterans Organization enhanced my learning through the summer youth employment program. I say seriously that this program should be continued by all means.

I am most appreciative to this prestigious committee for allowing me the opportunity to appear and provide oral testimony on my fiscal year 1979 summer employment experience.

INTERACTION ACTIVITIES OF NBVO

Senator LEAHY. Let me ask you for my own benefit here, Ms. Austin, to give me an example of some of the kinds of things those eight people did in working with the National Black Veterans Organization.

Ms. AUSTIN. This was not our first time participating in these programs. One of the first phases of interaction of the staff with the youth participants were to sit them around a round table and we attempted to assess what their career objectives were. Upon ascertaining that, we

attempted to place them in the various departments which comprise our organization. We were able to determine that there were those students interested in the field of accounting who identified that as their career objective. That student was placed in our accounting department, upon that determination. So if we were able to ascertain there were students interested in public relations, they were placed in the public relations department to perform duties to assist in performance of duties indigenous to that department.

If there were youth who expressed interest in being an executive secretary, they would be placed in the office of the executive director to assist in carrying out the duties associated with that office.

So we have here youth who were assigned to a wide range of departmental efforts and we have them here to attest to their experiences in those departments, two of those departments.

We have some who were given assignments in the accounting department who had to learn from all phases of that. I am not versed in accounting but I have been told by the fiscal department that these youth contributed immensely to the efficiency of their department this past summer.

SUPERVISION OF ON-THE-JOB YOUTH

Senator LEAHY. What about supervision? Would they then be supervised pretty much by the person in the department? Did you have supervision almost on a one-on-one basis?

Ms. AUSTIN. Yes; we had three youth and we had five operating departments for them to work in. The accounting department was—we had them reporting to the chief accountant directly.

In the public relations department we had one individual reporting to the administrative assistant.

All in all we had on the average of a one-on-one supervisory situation.

Senator LEAHY. So you had pretty close supervision.

Ms. AUSTIN. Yes.

COMMENTS OF YOUTH PARTICIPANTS

Senator LEAHY. And the two young women with you, if I may, were you both participants in this?

Ms. DAWKINS. Yes, we were.

Ms. KEELS. Yes.

Senator LEAHY. What did you do?

Ms. KEELS. All right. To the members of the Senate Appropriations Subcommittee on the District of Columbia: I am providing testimony in support of the summer youth employment program. During the past summer I worked with the National Black Veterans Organization and was placed in the organization's summer youth employment program. While working at NBVO I was offered the opportunity to explore areas of work in which I had little knowledge of, because the—

Senator LEAHY. Well, what kind of—let me interrupt you again. I just think we really ought to have this in your own words. I'll read your statement afterward. I would now like to know what kind of experiences you had. What sort of things did you do?

Ms. KEELS. I worked in the executive office helping with the reports, messages, learning what goes on to help keep the executive office running smoothly and everything being well in order. Also I helped in working as a receptionist, seeing what prestige means, what pressure is, learning that responsibilities go with this.

Senator LEAHY. Finding out what happens when everything goes wrong in a day?

Ms. KEELS. Yes.

Senator LEAHY. When all the phones are ringing at once and nobody can find time to handle all of what's happening?

Ms. KEELS. Yes, we have run into that.

Senator LEAHY. Or does that only happen in my office?

Ms. KEELS. No, it happens at National Black Veterans, too, so I learned how to handle those problems so that everyone got the message and all.

Senator LEAHY. Is it the sort of work that you would enjoy doing when you get out of high school?

Ms. KEELS. Yes; I really would like to become a nurse but learning different things, as I did at National Black Veterans, also made me aware that I am interested in more than one field.

Senator LEAHY. Good. There is a big shortage of nurses today, too. I have a certain bias in favor of nurses. I have extremely fond regard for one nurse in particular who not only put me through law school but has been long-suffering and up to this stage married to me during the past 17 years. So I always applaud anybody who is particularly interested in nursing. It is a very, very difficult profession and the type of work that you did this summer is also extremely difficult.

Tell me the kinds of work you were in, please.

Ms. DAWKINS. Well, I was interested in accounting so they put me in the field of accounting and I studied how to keep a journal ledger, the debits and the credits; listing the negatives and the positives about it; how are you supposed to go about it. I practiced with payroll, how it's done.

Senator LEAHY. I think we could probably use you around this committee. [Laughter.]

I could use you in my own situation, since I can't balance my own checkbook. I applaud you for your being able to plow through all that. Was it the kind of work you would be interested in doing after high school?

Ms. DAWKINS. Yes; right now since I am interested in it I got into the FDIC, and they provided me with the same ability and since I went on and got the summer youth and the National Black Veterans Organization gave me a better understanding of it. Going on with the FDIC, they gave me a head start on what I really wanted to do. So it helped me and I am continuing on along with it. I love working with numbers and it is helping me out a great deal.

Senator LEAHY. I applaud you for that. I can't even add worth a dime. My children have long since learned that when they have problems with math at school that they come in and upon seeing me say "Hi, Dad, awfully nice to see you home. Where's Mom?" And they proceed to her to get the help they need.

Did you find that with the work experience that it was a lot more realistic than anything you may have learned at school?

Ms. DAWKINS. Yes, because it gave me—when you are at school they give you the basics of what you have to do but when I went with the NBVO they told me how to do it, how it would be set up and the books and so on, and how it was and it was easier because they gave you examples and you could do it. But it was something that had to be done together with the person who was working with it who did it and showed me step by step how it was done.

So I would get a better understanding when I would go on and make that career for myself from that experience.

Senator LEAHY. Do you find when you go back to school that you pay a little closer attention to class?

Ms. DAWKINS. Right, and it won't be as boring because when you go step by step you have to wait for everybody else to catch up with you so that's fine.

Senator LEAHY. Sounds like a worthwhile experience. I want to compliment your organization, Ms. Austin. It sounds like you provide the real work experience and I compliment you for doing that.

Ms. AUSTIN. Thank you.

Senator LEAHY. If you could just stay there let's turn to Dr. Davis who is the Director of the United Planning Organization.

PREPARED STATEMENT

Again, your full statement—in the interest of time—will be included in the record. I apologize for having to do it this way, but it will be made a part of the record. We can get your statements from you.

[The statement follows:]

STATEMENT OF WILLIAM L. DAVIS

MR. CHAIRMAN and members of the Subcommittee on the District of Columbia, U.S. Senate Appropriations Committee, I am William L. Davis, Executive Director, United Planning Organization, (UPO) the designated Community Action Agency for the District of Columbia and Arlington County, Virginia. On behalf of UPO, I wish to express my appreciation for this opportunity to appear before you to state our enthusiastic support for a fully-funded, thirty-thousand (30,000) job summer youth employment program for the District for 1980.

As the local community action agency, UPO is charged with administering a wide range of human and social service programs designed to alleviate the conditions of poverty as they affect the low and low-moderate income citizens of the District of Columbia. It is further charged with advocating those funding allocations and governmental or institutional changes which are necessary to improve the quality of life for our poor citizens. Accordingly, it is extremely appropriate that UPO give testimony here today as any reduction in the District's summer youth employment program, for whatever reason, will fall most onerously upon that segment of the District's youthful population which is least able to afford the unavailability of a summer job.

MR. CHAIRMAN, last summer (1979), under the initiative of Mayor Barry, the District funded a 30,000 job summer youth program, at a time when the best estimates of the number of youth needing summer employment placed the total requirement between 45,000 to 50,000 jobs. Without assigning blame for the fact that the congressional authorization for funding a summer program at this level arrived in early July, 1979, for a program to be commenced one week later, it was predictable that many of the problems would have obtained which are cited and discussed in the Report of the Investigations Staff, Committee on Appropriations, U.S. Senate. But in our view, these circumstances and problems are correctable through a proper planning process and they do not justify the Investigations Staff's recommendations that the District's 1980 Summer Youth Employment Program "should be far more modest in size, perhaps no more than half the current program size." We believe that sound planning by and between the District Government and the Community can drastically minimize any recurrence of these problems. We take the position that the youth ought not be penalized for these program failures.

When the Investigations Staff's Report was made public by you, Mr. Chairman, on November 14, 1979, the United Planning Organization, the District Branch of the NAACP, the Washington Opportunities Industrialization Center (OIC), and the Washington Urban League banded together in a Coalition to mount a protest against the Investigations Staff's recommendation to this Subcommittee to the effect that the summer

program should be reduced to one-half its appropriated fund level. This Coalition sponsored a mass rally on December 4, 1979, at the Metropolitan A.M.E.Church. At this meeting, hundreds of District citizens adopted a resolution (See Attachment A) calling on these four organizations to form a Citizen's Task Force to work with the District of Columbia Government to develop a workable plan for the District's 1980 Summer Youth Employment Program - a plan, mind you, which will minimize the problems and shortfalls experienced this past summer.

We of this Coalition are currently soliciting organizations and agencies in the District for representatives in order to effectuate this request. At the same time, we have notified Mayor Barry of our desire to intimately involve the District's citizenry - through the mechanism of this Task Force - in the planning, development and implementation of the District's Plan for its 1980 Summer Youth Program (See Attachment B). Mr. Chairman, we intend to work to see that this effort benefits the District's youth in the most effective and efficient manner.

There remains, however, the matter of the District's request for funding of the 1980 Summer Program. When Mayor Barry testified before this Subcommittee on December 6, 1979, it is our understanding that he requested some \$4.9 Million from appropriated funds to underwrite some 6,000 summer jobs for District youth in 1980. We are also given to understand that the only other source of federal funding for summer jobs is an expectancy of some 9,000 jobs funded from the District's allotment under the Comprehensive Employment and Training Act. A total of some 15,000 jobs funded from both sources. The Mayor stated that the remaining 15,000 jobs necessary to provide a total of 30,000 jobs for the District's 1980 Summer Youth Employment Program will be sought from the private sector. Mr. Chairman, with all do respect to our Mayor's good intentions - and we believe he is doing a yeoman's job for the District under extremely difficult circumstances - we nonetheless believe that in times like these, it is unrealistic to expect the private sector to shoulder the responsibility for providing jobs for 15,000 youth.

At a time when inflation, not alone in the District, but across this Nation, is at an all time high, when the unemployment rate for District youth routinely hovers near 50% and, finally, at a time when already some 42,337 youth are registered for employment next summer, we cannot countenance a 50% reduction in funding for the District's Summer Youth Employment Program - not even on the hope that the private sector will come through. Historically, the District's summer youth employment effort of federally funded jobs, coupled with the private sector's effort, has fallen short of even reasonably assuring that the major segment of District youth seeking employment could find jobs. This was true last summer when some 30,000 jobs were fully funded from federal funds. With the current economic

downturn and the attendant pressure on the Metropolitan Washington labor market to routinely absorb growing numbers of unemployed District citizens over the course of the year (excluding the summer months), we cannot realistically expect the private sector to supply the unfunded shortfall of 15,000 jobs in the summer of 1980. Accordingly, Mr. Chairman, I urge you to assist the District Government and our citizen's effort to identify the funding necessary to provide 30,000 fully funded jobs for the District's 1980 Summer Youth Employment Program.

Our youth, Mr. Chairman, are the backbone and the hope of our Nation. They represent our future leaders and citizens of tomorrow. We believe the effort to provide meaningful summer employment opportunities for our youth deserves the most serious consideration of every person of good-will. The United Planning Organization urges you and the members of the Subcommittee to use your good offices to assure that, at a minimum, the level of last year's (1979's) summer youth employment effort is maintained. Put another way we beseech you to fully fund the 30,000 summer jobs for District youth which you caused to be funded last summer. UPO pledges its maximum effort in working with District citizens, other agencies and organizations, and the District Government to make certain that the 1980 Summer Youth Employment Program is planned and operated efficiently.

Thank you Mr. Chairman and members of the Subcommittee.

ATTACHMENT A

Resolution No. 1

WHEREAS, the unemployment of the District of Columbia's Youth requires the identification of approximately 50,000 jobs; and,

WHEREAS, the "World of Work" requires participants to have quality work experience; and,

WHEREAS, the District of Columbia's Summer Youth Employment Program must provide the experience to meet this need; and,

WHEREAS, the investigative staff of the District of Columbia Subcommittee on Senate Appropriations has indicated that it will recommend a 50% cut in this program in the Summer of 1980, pursuant to an investigative report of the committee on the District of Columbia's Summer Youth Employment Program; and,

WHEREAS, this would mean some 35,000 District of Columbia youth would be required to spend the summer of 1980 in idleness and without hope of gainful employment;

NOW THEREFORE BE IT RESOLVED, that the citizens of the District of Columbia support the Mayor and other city officials in efforts to prevent the District of Columbia Sub-Committee on Senate Appropriations from cutting funds of the D.C. 1980 Summer Youth Employment Program; and,

BE IT FURTHER RESOLVED, that the citizens of the District of Columbia call upon the NAACP, Washington Urban League, O.I.C., and UPO to cause a citizens Task Force to be immediately formed to work with the District of Columbia Government to develop a plan for the 1980 Summer Youth Employment Program which will minimize the problems and shortfalls experienced this past summer; and,

BE IT FURTHER RESOLVED, that such a plan must provide for the highest quality of work experience opportunities for all District of Columbia Youth enrolled in this program; and,

BE IT FINALLY RESOLVED, that all agencies, Public and Private, Businesses, Churches, and citizens of the District of Columbia, be urged to join this effort and express their concerns to the District of Columbia Sub-Committee on Senate Appropriations by both written and verbal testimony supporting full funding for the 1980 District of Columbia Summer Youth Employment Program.

ATTACHMENT B

December 5, 1979

The Honorable Marion Barry
Mayor
District Building
14th & E Streets, N. W.
Washington, D. C. 20004

Dear Mayor Barry:

The Coalition to Save Summer Jobs, consisting of the District Branch of the NAACP, the Washington Urban League, the Washington Opportunities Industrialization Center, and the United Planning Organization, held a mass meeting of District citizens and organizations at the Metropolitan A.M.E. Church, Washington, D. C. on December 4, 1979. (See Attachment A) This meeting was called to protest the recommendations made by the Investigations Staff, U. S. Senate Appropriations Committee, to the Senate Appropriations Subcommittee on the District of Columbia, to the effect that the District's 1980 Summer Youth Employment Program should be cut in half (from the 1979 level of 30,000 jobs to 15,000 jobs).

At this meeting, attended by some 200-300 citizens and organization representatives, the following actions took place:

(a) The Coalition's Position Statement (See Attachment B) received unanimous support of all attendees at this meeting;

(b) The attendees agreed to immediately circulate petitions (See Attachment C) among the District's citizenry and to mount a letter-writing campaign to Senator Patrick Leahy, Chairman, District Subcommittee on Appropriations, supporting the D. C. Government's appropriations request for the 1980 Summer Youth Employment Program; and

(c) The attendees unanimously passed a Resolution (See Attachment D) called upon "the NAACP, Washington Urban League, O.I.C., and UPO to cause a citizens Task Force to be immediately formed to work with the District of Columbia Government to develop a plan for the 1980 Summer Youth Employment Program which will minimize the problems and shortfalls experienced this past summer.

Over the next few days, organizations, businesses, non-governmental agencies and District citizens will be contacted to give testimony or written statements, in support of the District's appropriation request for the 1980 Summer Youth Employment Program, at the December 13, 1979, hearing before the District of Columbia Subcommittee on Senate Appropriations. We, of the Coalition, are also requesting to meet with you at the earliest opportunity to commence development of a planning mechanism to assure an effectively and efficiently operated 1980 Summer Youth Employment Program.

The Coalition's contact, until it is fully developed and established apart from its member agencies and organizations, is Mr. William L. Davis, Executive Director, United Planning Organization. He may be reached at: 638-7300 - Ext. 300.

Sincerely,
Edward A. Hailes
Executive Director, OIC

and
President, District Branch NAACP
Jerome W. Page
Executive Director, Washington Urban League

William L. Davis

William L. Davis
Executive Director, United Planning Organization

UPO-INVOLVED WORK PROJECTS

Senator LEAHY. I have a couple of questions which might be covered in your written materials, but let me ask you now, how many summer youth jobs was your organization involved with?

Mr. DAVIS. Within UPO, Mr. Chairman, some 60-odd summer work-site opportunities for youth were involved. I have here with me three youth who I think represent three different segments of work. We have Ms. Swan on my right who we utilized our job search and job placement capabilities for to find her a job in the private sector as a medical receptionist for a doctor's office.

With Ms. Pennel, to my far left we utilized the UPO proper as a jobsite and utilized her on our switchboard and 1 week after the termination of the summer youth program we employed her, gave her a permanent job because she is now employed at UPO.

The gentleman on my immediate left here was helped through our family of delegate agencies, and he was employed at the Howard University Hospital. Our family of delegate agencies used their job search capabilities to find him a job at the hospital.

So they have three different kinds of experiences in their association with us. I would like—

JOB SUPERVISION PROCEDURES

Senator LEAHY. Dr. Davis, what did the various groups associated with your organization do? Did they provide the individual supervision of each one of these youths like Ms. Pennel at the switchboard, or Ms. Swan as a medical receptionist, or Mr. White at the hospital? Did you have the individual related agencies providing that supervision?

Mr. DAVIS. The vast majority of those individuals were actually at UPO proper, Mr. Chairman, and we had a youth monitor on the program. But they were assigned to our Head Start day care operations, they were assigned to reproduction, they were assigned to our finance area, they were assigned to switchboard, to our administrative services division, housekeeping division, so they had almost a one-on-one supervision because we had the permanent employees there.

With respect to the situation with Ms. Swan, our monitor at UPO identified the job in the private sector for her, did in fact keep her in contact with the performance and with the doctor she was working for and I would submit for the record a copy of the office manager's critique of Ms. Swan's performance for last year with an indication that they would like to have her back again for this year.

ASSISTANCE BY SUPERVISORY PERSONNEL

Senator LEAHY. Let me interrupt there. Ms. Swan, did you find that helpful? You were a medical receptionist. Did you find that having somebody there as a supervisor or contact person, somebody you could talk with and so forth, did you find that helpful?

Ms. SWAN. Yes.

Senator LEAHY. Do you find the work experience a little different than what you might have expected from school?

Ms. SWAN. Yes, it was different because—I would like to be a secretary, and working as a receptionist in a doctor's office made me feel more interested in the field because I would like to be a secretary some day in a big office building. Working as a receptionist helped me understand the problems that a secretary has to face on a day-to-day basis in dealing with people. I was working as a medical receptionist and there were people constantly in and out of the office getting medical help.

Senator LEAHY. Makes you realize all the things you have to learn at school, right?

Ms. SWAN. Yes.

Senator LEAHY. And Ms. Pennel, you are on the switchboard at UPO now. How did you find your learning experience there? Did you find it pretty hard work?

Ms. PENNEL. No, it was easy once I got used to it.

Senator LEAHY. Did you take a while to get used to it though?

Ms. PENNEL. Yes; but I learned within a week's time.

Senator LEAHY. You might lose people, for example, when you would try to answer a call when you're already on the line? Much like I do. You find yourself talking to somebody entirely different in an entirely different department, and you can never find them again. Do you have that kind of problem?

Ms. PENNEL. Sometimes.

Senator LEAHY. Did you feel that you had adequate supervision and help along the way?

Ms. PENNEL. Yes.

Senator LEAHY. And, Mr. White, what did you do at the hospital?

Mr. WHITE. Take patients to their rooms, to the operating room, from the X-ray room back to their room, and like that.

Senator LEAHY. Do you find that pretty interesting work?

Mr. WHITE. Yes.

Senator LEAHY. Is that the kind of work you would like to keep on doing?

Mr. WHITE. Yes. It'll take a little time for my stomach to get adjusted to it, but I think I can. [Laughter.]

Senator LEAHY. I know what that's like. I had a time getting my stomach adjusted walking into a hospital. I was district attorney at one time and I used to spend an awful lot of time in hospitals and I found it was easier to lose weight because a lot of the days I never quite got around to wanting to eat breakfast, lunch, or supper.

But do you think you could make that adjustment?

Mr. WHITE. I guess so, yes.

POSITIVE AND NEGATIVE SIDES OF YOUTH EMPLOYMENT PROGRAM

Senator LEAHY. Doctor, if you were to look at both the pluses and the minuses of the youth employment program—and I am looking at the pluses and minuses of that clock which is a reminder we don't have much time left for this hearing—what would you say is probably the biggest plus? What would be a plus and what would be a minus that comes to mind in this program?

Mr. DAVIS. I think the introduction of the individuals to the world of work, the desire to work, their desire to attain a semblance of independence, that all makes for, I think, good citizenship. We are looking at the leaders of tomorrow. These individuals want to provide—want an opportunity. We are providing an opportunity for the individuals to work. I think certainly it is necessary.

Our position, Mr. Chairman, is that we would opt for the summer youth program, that it be fully funded up to the 30,000 level, and we would beseech the committee to be receptive of the concept that would opt for the increase in the amount that the Mayor has asked for. We recognize that he has indicated that he would attempt to seek from the private sector some, I think, 17,000 job opportunities, but, you know, with the economy now and the inflation I think that that is not going to be obtained and I would hope, along with the coalition of agencies that we belong to, including the NAACP, the OIC, and others who have come together and are asking that this committee find funds to assist the program in retaining the level that it did last time.

At the same time, we must recognize that there were a lot of problems, an awful lot of problems which we think that with advanced planning, with total community involvement, the identification of quality worksites, orientation of the individuals into the world of work, a look-see at the payment problems, better monitoring, I think that the 6-month leadtime with the community working together with all the interested organizations, we can eliminate a lot of the ills that afflicted the program from the very beginning. With this advance planning the District of Columbia can have a summer program for 1980 that it can be very proud of.

COMMUNITY INVOLVEMENT IN PLANNING PROGRAMS

Senator LEAHY. Are we talking about that planning really beginning right now?

Mr. DAVIS. Right now, and I am talking about the community. Every aspect of the community.

Senator LEAHY. Do you see that happening, Doctor?

Mr. DAVIS. We have written to the Mayor indicating that we would like to meet with him immediately to involve the community, to get going on this, together with all the community-based organizations in the planning. We really want to offer our assistance and our help and we believe that with that kind of involvement—we don't profess to know it all, and the District of Columbia doesn't know it all—I think all segments of the community can work together and we can make an appreciable dent in the problems that have afflicted the program from the very beginning.

The Mayor has received our communication, has indicated to us that he would be very receptive to getting together with the community from day one and I think with that 6½-month lagtime that we have, Senator, that we could make tremendous inroads into some of the problems that offend the program.

I would hope that the committee would be receptive to a supplementary which would increase the program and allow the program to retain its full funding at 30,000.

Senator LEAHY. I know the Mayor has the same kind of pressures on his time that I do on mine, but I know of his concern with this and I would hope that such a meeting could be arranged. I agree with you, the planning has to start now. It does no good to try to do the planning in June.

I hope, Mrs. Mack, that you might tell the Mayor that I would certainly consider it a personal favor to have this meeting that is being discussed now. I know how tight his schedule is, but if time is available for such a meeting, I would be delighted to see it happen because I think it is very critical to get this planning started.

Dr. Davis has referred to this, the Mayor has referred to it, and Mr. Ford, and we have to plan now because it is not just a case of having the money. We have to have a plan that is going to work. So I thank you all for being here.

Again I apologize for the time restraints. Frankly, I would like to have this panel continue for the next couple of hours to hear what you have done but I thank you for coming and I applaud the work you have done.

Mr. DAVIS. Thank you.

Ms. DAWKINS. Could you autograph my statement so I could take it home with me?

Senator LEAHY. Sure, bring it up. I would be glad to.

[Discussion off the record.]

PREPARED STATEMENTS

Senator LEAHY. Back on the record here. There are statements available from the other persons listed to testify, and they will be made a part of the permanent record. They include the statements of Edward A. Hailes of the District of Columbia Chapter of the NAACP; Betsy Tibbs of the Concerned Citizens Caucus; and Juanita Bright, of the District of Columbia Coalition for Youth. Those will all be made a part of the record.

[The statements follow:]

STATEMENT OF REV. EDWARD A. HAILES

MR. CHAIRMAN:

MY NAME IS EDWARD HAILES. I WISH TO THANK THE COMMITTEE FOR GRANTING ME THE OPPORTUNITY TO SHARE MY VIEWS REGARDING THE YOUTH SUMMER EMPLOYMENT PROGRAM IN THE DISTRICT OF COLUMBIA.

I AM EXPECIALLY PLEASED THAT YOU, MR. CHAIRMAN, AND YOUR ESTEEMED COLLEAGUE, SENATOR MATHIAS, HAVE INITIATED THE INVESTIGATION OF THE OPERATION AND ADMINISTRATION OF LAST SUMMER'S PROGRAM FOR THE STATED PURPOSE OF CORRECTING WHAT WAS WRONG AND CREATING FOR THE COMING SUMMER WHAT IS NEEDED TO MAKE THINGS RIGHT.

THESE HEARINGS, MR. CHAIRMAN, IN WHICH ALL OF THE FACTS ARE LAID ON THE TABLE, ARE AN ELOQUENT TESTIMONY OF THE TRUTH THAT IN OUR DEMOCRACY, OUR ELECTED REPRESENTATIVES ARE EXPECTED TO REFLECT THE THE CONCERNS AND NEEDS OF THE COMMUNITY AND DECISIONS ARE MADE AFTER CAREFUL INVESTIGATION OF THE FACTS AND PRAYERFUL DIAGNOSIS OF THE TRUE MEANING OF THOSE FACTS.

IT IS JUST AT THIS POINT OF THE PROCESS OF FACT-FINDING THAT WE IN THE NAACP AND OIC WISH TO EXPRESS BOTH OUR HOPES AND OUR FEARS REGARDING THE CONCLUSION THAT YOUR COMMITTEE WILL REACH AND THE RECOMMENDATIONS THAT YOU WILL MAKE TO SENATOR MAGNUSON AND THE OTHER APPROPRIATION COMMITTEE MEMBERS REGARDING THE ALLOCATION OF FUNDS FOR THE 1980 YOUTH SUMMER EMPLOYMENT PROGRAM.

I FEEL THAT PERHAPS I HAVE BEEN UNIQUELY PREPARED BY MY 16 YEARS OF PERSONAL HISTORY IN THE CITY OF WASHINGTON, D.C. TO SERVE AS A KIND OF CONSULTANT TO THOSE WHO ARE DIAGNOSING THE DISEASE AS INADEQUATE MANAGEMENT CAPABILITY, INACCURATE ASSESSMENT OF THE TASKS TO BE PERFORMED, AND AN INEXCUSABLE FAILURE TO REACH THE OBJECTIVES AGREED UPON.

AS A CLERGYMAN, I HAVE A COMMITMENT TO "DO UNTO THE LEAST OF GOD'S CHILDREN AS WE WOULD DO UNTO HIM." THAT IS WHAT I FEEL

MAYOR MARION BARRY WAS DOING, AND WE OWE A DEBT OF GRATITUDE TO THE MAYOR OF THE DISTRICT OF COLUMBIA FOR THE MOTIVATIONAL AND INSPIRATIONAL LEADERSHIP WHICH STIRRED THE CONSCIENCE OF THE CONGRESS AND THE COMMUNITY TO MAKE THE FUNDS AVAILABLE TO PROVIDE SUMMER JOBS FOR OUR YOUTH.

AS NAACP PRESIDENT, I KNOW THE DESPERATE NEED TO FIND A SOLUTION TO THE YOUTH UNEMPLOYMENT CRISIS THAT WILL NOT BE SOLVED BY AFFIRMATIVE ACTION PROGRAMS OR TRADITIONAL CIVIL RIGHTS GOALS, AND I APPRECIATE THE RESPONSE OF THE COMMITTEE LAST YEAR TO THE MAYOR'S APPEAL.

AS AN OIC DIRECTOR, I KNOW THAT IN THE FIELD OF JOB TRAINING AND JOB CREATION THAT WHAT SEEMS TO BE IMPOSSIBLE IS QUITE POSSIBLE. I KNOW THAT WE IN OIC HAVE A WORKABLE MODEL OF WHAT TO DO AND HOW TO DO IT. BY COMBINING THE LESSONS LEARNED IN MY THREE ROLES, I HAVE COME TO SOME DEFINITE CONCLUSIONS THAT I WOULD LIKE TO SHARE WITH YOU.

FIRST, IT IS TIME FOR AGONIZING REAPPRAISAL OF THE SUMMER YOUTH JOBS PROGRAM. I RECOMMEND THAT IT BE CONVERTED TO A YEAR-ROUND PROGRAM. YOUTH EMPLOYMENT NEEDS CANNOT BE TURNED ON AND OFF EVERY SUMMER, AND THE ADMINISTRATION OF SUCH A PROGRAM HAS BUILT-IN "SELF-DESTRUCT" ELEMENTS THAT WILL NOT GO AWAY. THUS, MY VIEW IS SIMILAR TO THAT ADVOCATED BY THE RECENT WASHINGTON POST EDITORIAL WHICH STATES:

"TO AVOID HAVING THE SENATE CUT THE FUNDING FOR SUMMER JOBS, THE MAYOR MIGHT CONSIDER CREATING A STAFF THAT WOULD WORK EXCLUSIVELY ON THE SUMMER JOBS PROGRAM AND THAT WOULD BE SEPARATE FROM THE D.C. LABOR DEPARTMENT (WHICH IS BESET BY ITS OWN PROBLEMS). THE MONEY INVESTED IN AN YEAR-ROUND

STAFF AND THE OUTCOME OF ITS WORK MIGHT HELP CONVINCE THE SENATE THAT THE DISTRICT HAS STRONG INTENTIONS TO USE NEXT YEAR'S \$13.7 MILLION PROPERLY"

HOWEVER, MR. CHAIRMAN, I WOULD CARRY THIS THESIS ONE STEP FURTHER AND URGE THE CONGRESS TO CONSIDER AN AMENDMENT TO THE EXISTING LEGISLATION WHICH WOULD AUTHORIZE AND APPROPRIATE FUNDS FOR CONVERTING THE PRESENT SUMMER PROJECT INTO A YEAR-ROUND PROJECT, INCLUDING THE RECRUITING, COUNSELING, AND PRE-PLACEMENT PREPARATION OF TRAINEES AS WELL AS JOB DEVELOPMENT FOR YEAR-ROUND PART-TIME YOUTH JOBS. THE EXISTING YOUTH BILL COMES UP FOR RE-AUTHORIZATION IN THE NEXT SESSION OF THE CONGRESS, AND I BELIEVE THAT SUCH ACTION COULD TAKE PLACE BEFORE NEXT SUMMER'S PROGRAM IS UNDERWAY.

I AGREE, MR. CHAIRMAN, WITH THE WASHINGTON POST EDITORIAL WHEN IT SAYS"

"LAST SUMMER THE MAYOR'S VISION WAS GREATER THAN THE CAPABILITY OF THE LABOR DEPARTMENT'S BUREAUCRACY. BUT THAT DOES NOT MEAN THAT THE PROGRAM MUST BE CUT IN HALF... DESPITE A TIGHT JOB MARKET, THE CITY GOVERNMENT CAN OFFER PRIVATE EMPLOYERS INCENTIVES TO HIRE YOUNGSTERS FROM ITS PROGRAM. THE INCENTIVES COULD RANGE FROM PAYING PART OF ALL OF THE YOUNGSTERS' SALARY WITH APPROPRIATED MONEY TO OFFERING BUSINESSES TAX BREAKS FOR GIVING POOR YOUNG PEOPLE SUMMER JOBS."

HOWEVER, I DO NOT AGREE WITH THE THEORY THAT HALF OR 15,000 JOBS CAN BE UNDERWRITTEN BY THE PRIVATE SECTOR. I RECOMMEND THAT THE FULL FUNDING FOR 30,000 SLOTS BE MADE AVAILABLE WITH PROVISION FOR YEAR-ROUND ADMINISTRATIVE MACHINERY AND YEAR-ROUND RECRUITMENT AND PLACEMENT PROCEDURES.

I FURTHER RECOMMEND STRONGLY THAT WE DEVELOP A RESEARCH AND EVALUATION COMPONENT THAT WILL PROVIDE US WITH DATA THAT WE DO

NOT NOW HAVE ABOUT THE TOTAL UNIVERSE OF NEED. FOR EXAMPLE, MR. CHAIRMAN, OUR RESEARCH LEADS US TO BELIEVE THAT THERE ARE AT LEAST 50,000 YOUTH IN THE DISTRICT OF COLUMBIA WHO WILL NEED SUMMER JOBS. IF THIS IS TRUE, THAT WILL STILL LEAVE US 20,000 UNREACHED, UNEMPLOYED YOUNG PEOPLE.*

THE NATIONAL CHAIRMAN OF OIC, THE REV. LEON SULLIVAN, HAS SAID FOLLOWING A 60,000 MILE TOUR OF INNER-CITIES ACROSS THE NATION:

"THE STREET CORNERS ARE FILLED WITH IDLE YOUTH, FEELING HOPELESS AND USELESS, WITH SMOULDERING RESENTMENT AND RAGE REPRESENTING A CRISIS THAT COULD BECOME A DESASTER."

NOTHING LIKE THIS HAS BEEN SEEN SINCE THE PERIOD IMMEDIATELY PRECEDING THE RIOTS OF THE 1960's.

WITH ANTI-INFLATION POLICIES REQUIRING TIGHTER BUDGETS AND SELECTIVE TARGETING OF LIMITED FUNDS, WE IN THE NAACP AND OIC UNDERSTAND THE PROBLEMS THAT THIS COMMITTEE AND THE OFFICE OF MANAGEMENT AND BUDGET ARE FACING. WE ARE SIMPLY SAYING THAT THIS SUMMER YOUTH EMPLOYMENT PROGRAM SHOULD BE SELECTED IN AND NOT SELECTED OUT AND THAT THE FUNDING LEVEL SHOULD REMAIN FOR 30,000 AND NOT BE CUT IN HALF TO 15,000.

THE RISK TO OUR COMMUNITY OF OUR FAILURES TO MEET THIS NEED IS TOO GREAT. THE COST TO OUR LIMITED FINANCIAL RESOURCES WILL BE MUCH TOO HIGH IF WE HAVE SOCIAL EXPLOSIONS AND THE SUBSEQUENT BY-PRODUCTS.

I URGE YOU GENTLEMEN TO GIVE MY RECOMMENDATIONS YOUR MOST PRAYERFUL AND CAREFUL CONSIDERATION.

THANK YOU FOR GIVING ME THE TIME TO PRESENT MY VIEWS. I HAVE ATTACHED SOME DATA THAT IS RELEVANT TO THIS PROGRAM, INCLUDING THE WASHINGTON POST EDITORIAL. I WILL BE HAPPY TO ANSWER ANY QUESTIONS, IF THE MEMBERS OF THE COMMITTEE WOULD LIKE ME TO.

*ASSUMING FULL FUNDING FOR 30,000 SLOTS

Saving the Summer Jobs Program

THE STORY of the "Mayor's Summer Jobs for Youth Program—1979" is one of good intentions unfulfilled. According to a report by the investigations staff of the Senate Appropriations Committee, the extra money and effort that went into the summer program were casualties of bad management. The program, according to the investigators' report, was "chaotic," with "late planning, poor administration . . . [and] too many youths assigned to work sites. . . ." The investigators recommend, in conclusion, that the appropriations for next year's summer jobs program be cut in half. The city is asking the Senate for \$13.7 million, in addition to CETA funds, to provide jobs for teen-agers next summer.

What these findings and recommendations add up to is "too much, too fast." After Mayor Barry promised in his campaign to find summer jobs for 30,000 city youngsters if he were elected, pressure was created to find the money and the work sites needed to employ 15,000 additional youths over the previous summer's figure. The Senate did not appropriate the extra money until late June. Then there was an increased burden on an already work-weary D.C. Department of Labor to deliver in a few weeks the "meaningful jobs" that had been promised. The department was already having trouble handling the logistical problems of finding and assigning CETA jobs.

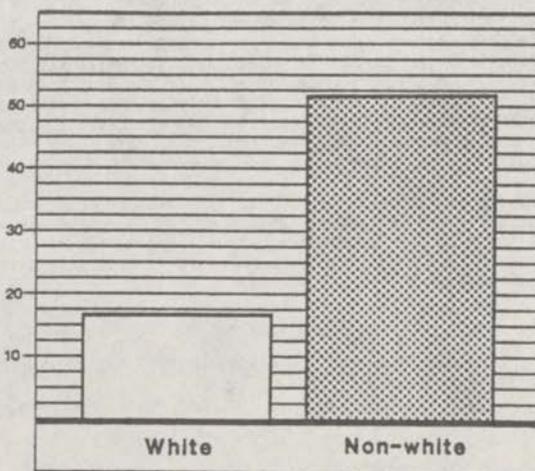
But these findings need not add up to justification for a cut in congressional appropriations for summer jobs. The city's youngsters should not be victimized—once by last summer's failures and a second time by a cut in funds that will mean fewer jobs next year.

Summer jobs mean a great deal to the city's poor young people: those jobs mean not just money, but the offer of work experience that is a necessary first step for a youngster to take into the world of gainful, responsible employment.

To avoid having the Senate cut the funding for summer jobs, the mayor might consider creating a staff that would work exclusively on the summer jobs program and that would be separate from the D.C. Labor Department (which is beset by its own problems). The money invested in a year-round staff and the outcome of its work might help convince the Senate that the District has strong intentions to use next year's \$13.7 million properly.

For all the program's difficulties, the mayor was right to have focused on the problems of jobless youths and to have made an effort to do something about them. Last summer the mayor's vision was greater than the capability of the Labor Department's bureaucracy. But that does not mean that the program must be cut in half. It means that the city government faces a big challenge to deliver services to a segment of the city population that has too long been ignored. Despite a tight job market, the city government can offer private employers incentives to hire youngsters from its program. The incentives could range from paying part or all of the youngsters' salaries with appropriated money to offering businesses tax breaks for giving poor young people summer jobs. The Senate should appreciate that last summer's problems were, in part, merely the stumbling, early steps of a government trying to help people it had not helped before.

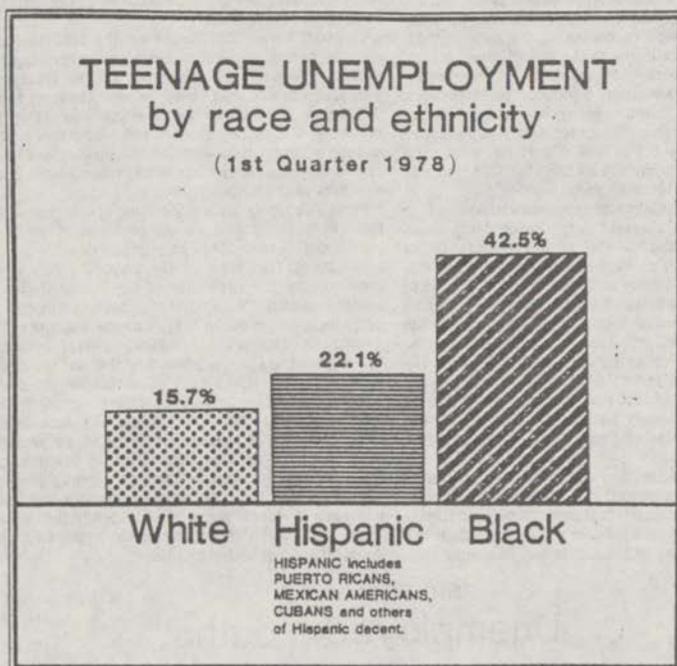
PERCENTAGE OF
Unemployed Youths
FROM FAMILIES BELOW POVERTY LINE (1977)



The percentage of unemployed youths from families below the poverty line was three times higher for nonwhites than for whites in 1977.

Source: Rockefeller Foundation, Conference on Youth Unemployment

Contrary to the popular opinion that teenagers work primarily to have "pocket" money, in 1969-70 14% of black teenagers working below the minimum wage level were primary wage earners for their families. As another indicator of links between family poverty and youth unemployment, black family poverty was 90% higher in families with unemployed youths than in those families with employed youths.



There are substantial differences in unemployment within the groups of Spanish-origin youths. The data suggests that the unemployment rate for Puerto Rican youths tends to be quite close to that for black youths. While still higher than the average for all youths, the unemployment rate for Mexican-American youths seems to be much closer to the average for all youths. Finally, Spanish-origin youths of neither Puerto Rican nor Mexican descent, such as Cubans and various Latin Americans, had an unemployment rate lower than the average for all youths.

Some of the reasons for the above-average unemployment among most groups of Spanish-origin youths include educational disadvantages, language barriers, discrimination and location. In addition, a significant number of Mexican-American youths are employed as migratory farmworkers--a sector of the economy that has high frictional and high seasonal unemployment.

Source: "Quarterly Economic Report on the Black Worker," National Urban League, Report No. 11, First Quarter, June, 1978.

STATEMENT OF BETSY B. TIBBS

INTRODUCTION

The D. C. Concerned Citizens Caucus, Inc. (DCCCC) is a private, non-profit, community based organization and was established in 1973. Our purposes are to provide services to the community in the areas of health, information, educational and employment programs, political awareness, housing, in all categories of community and urban living that will enhance the lives of our citizens. Special emphasis, however, is devoted to our youth, senior citizens and women.

Our goals are to provide these services through workshops, industrial management programs, summer youth educational and employment programs, seminars and other means of exposure to provide information, timely, in order to guarantee input and response by the community. We work in conjunction with and support the efforts of other organizations with similar goals.

FACTS

This past summer, for the first time, to our knowledge, money was appropriated to employ youth that parents earned more than \$10,000 per year. Youth that searched and prayed for a job for several years, but had been denied a summer job because their parents' incomes collectively or individually were over the \$10,000 amount allowed by CETA, were disqualified for employment in the Federal and District Governments' Youth Programs.

The (DCCCC) realized the high unemployment rate among youth and the overload on the government and local agencies and developed an Educational and Employment Program and employed some 700 youths, mostly from low and moderate income families. This was made possible by the 1979 Supplemental Money.

(DCCCC) SUMMER YOUTH PROGRAM - Audit Appropriation Account Number - 90-020-555

1. * OUR ALL VOLUNTARY STAFF GAVE OF THEIR TIME AS WELL AS MONEY

to ensure that the youth received the benefits this Organization had prepared for them, it was necessary to utilize the talents of competent, experienced, and professional members within the Organization, to teach, train, counsel, and supervise the youths in the following job categories:

1. Health and Teachers Aides
 2. Clerk-Typists
 3. Secretaries and Receptionists
 4. File and Coding Clerks
 5. Public Servant Clerks
 6. Industrial Marketing and Sales Clerks
 7. Messengers
 8. Recreational Aides
 9. Auto Mechanics and Maintenance Helpers
2. Three Hundred youths, age 14 and 15, were stationed at our Headquarters, 128 Kennedy Street, Northwest. The other 400 were assigned to various sites. Each site met our criteria for employing youth.

Those sites were:

Paul Jr. High School	Sharpe Mental Health School
Howard Theater Foundation	Fortunate Pet (Minority Business Enterprise)
Cardoza High School	Senior Citizens Home Plaza I and II
D.C. Transportation	Malcolm X Playground, Southeast
Ben Murch Playground	Neighborhood Planning Council, Southeast
National Alliance of Postal Workers	Phelps Auto Mechanics

3. We were informed that the purpose for the D. C. Employment Program was:
 - a. To get youths off the streets;
 - b. To provide meaningful work experiences that they could use in the future as they prepare to face the realities of the real working world;
 - c. To provide funds to assist them financially.

4. This Organization went a step further and set the following goals for the youth, and asked and encouraged them to strive to obtain these goals:
 1. Good working habits and fair play;
 2. Ability to work with others and under supervision;
 3. Respect for discipline;
 4. Healthy attitude toward work;
 5. The proper work attire;
 6. Appreciate the value of education;
 7. Change in hostile attitudes;
 8. Understand and appreciate the value of freedom;
 9. Work together as a group;
 10. Respect every human being and
 11. Desire for self-reliance and independency.

EVALUATION

The (DCCCC) Youth Program was evaluated by the Senate Appropriation Subcommittee; by the D.C. Labor Department and our own evaluation was

conducted by the staff and Board Members. We found that 90 percent of the youths in our Program felt they had benefitted and would like to participate again in the summer of 1980. WE BELIEVE THE PROGRAM WAS SUCCESSFUL.

We share this enthusiasm because, inspite of the difficulties some of the youths experienced during this past summer, most of them continued to work with a pleasant disposition and attitude, and further, they wanted to continue to work during the winter months and year round!

PROBLEMS CITED WITH THE D.C. SUMMER YOUTH JOBS PROGRAM AND SOME RECOMMENDATIONS:

<u>PROBLEMS</u>	<u>RECOMMENDATIONS</u>
(1). Payroll Processing	<ul style="list-style-type: none"> a. Each employing organization should be allowed to process its own Time and Attendance Records and turn them over directly to the Finance Office. b. Approximately twelve (12) new "Pay Clerks" should be hired by the D.C. Department of Labor to process the payroll. c. Atleast one (1) payroll clerk should be assigned to process approximately 1500 data cards. This process would be comparable to that of Federal and local government payroll processing, and would not overload one individual. d. Checks should be distributed to supervisors at the sites in accordance with the manual.
(2). Poorly Structured Summer Youth Job Programs	<ul style="list-style-type: none"> a. Each organization should submit proposals that meet the criteria set forth in "The Second Youth Employment Emergency Act 3-84," and render a proposed plan for each work project as prescribed by the D.C. Department of Labor. b. Proposals should be submitted to the D. C. Department of Labor by March 31st of each calendar year for screening and notification of acceptance by April 30th.
(3). Pre-Registration	<ul style="list-style-type: none"> a. Form Number ES-200, CETA Income Certification Card and Form Number ES-511, Summer Employment Application should be distributed to Parochial and Private Schools at the time that they are distributed to Public Schools. The Forms should also be supplied to ANC's and Neighborhood Planning Commissions so that young adults between the ages of 16 to 21 that are not attending school can be advised where to go to get a job.

Information regarding registration for Summer Employment should be disseminated throughout the communities to libraries and other public places.

- (4). Administrative Expense Funds
- a. Legislative provisions should be provided and enforced for delegate private organizations to receive Administrative Funds to operate their programs.
- (5). Lack of Communication
- a. There was a lack of communication by the D. C. Department of Labor with organizations. We recommend that a "Task Force" be developed with representation from participating organizations with viable programs.
- (6). Inexperienced Monitors
- a. All monitors should be required to attend a two-week workshop before assuming this responsibility.
- b. They should sign a contract to complete the entire term.
- c. One or two monitors should be assigned to a host agency, depending on the size of the program, or the number of youths assigned to that particular program.

SUMMARY

It is of the utmost importance that you realize that the Intent and Purpose of the 1979 Summer Youth Jobs Program was indeed fulfilled!

- More youths were employed than ever before
- More youths were working in meaningful jobs than ever before
- They did obtain meaningful job experiences
- They did need the funds desperately
- There was definitely less crime on the streets according to the 1979 Metropolitan Police Fiscal Annual Report
- More youths returned to school, or to an institution of higher education
- Youths had more money to spend to improve their conditions than ever before
- The community at large benefitted greatly from the Summer Employment Program

"IT WILL BE A SERIOUS MISTAKE TO DENY THESE YOUNG PEOPLE THE RIGHT AND OPPORTUNITY TO WORK, BY CUTTING BACK THE FUNDS, CONSEQUENTLY, CUTTING BACK THE NUMBER OF JOBS AVAILABLE FOR OUR YOUTH, WHEN WE KNOW THERE WILL BE JUST AS MANY, IN FACT, OR MORE YOUTHS SEEKING JOBS THE SUMMER OF 1980."

"Granted, there were problems during the summer of 1979, but none that could not be resolved. Certainly, more time was needed for planning, but every program must go through stages of trial and error and the District Government is no exception. We raise the question as to why should the youth suffer as a result of these problems? We recognize that the Mayor showed much concern for the youth which was demonstrated in his plight to help them find jobs, and we certainly thank this Committee for approving the 1979 Supplemental Money."

The community should roll-up its sleeves and bear their portion of this burden and assist in providing good solid programs for the youth. The community did benefit by the youth working during the summer in many ways.

"If funds are not appropriated for jobs for the youth, and if the youth, after seeking and trying to find work, are denied-- we may be inviting a potential "Time Bomb" which could explode at any time, due to idleness, unrest and dissent."

TO EMPLOY THE YOUTH IS GOOD BUSINESS FOR ALL CONCERNED!

STATEMENT OF JUANITA BRIGHT

I am 19 years old. Like most of my peers, I know how hard it is to get a job. Unemployment for young people in this city is extremely high. With large families who are low-income or welfare recipients, it is hard for young people to survive without work. The summer youth employment program gives many young people an opportunity to become acquainted with the working world. Summer jobs are also a first step toward financial independence from family and bring with them a new view of survival for youth.

Because youth in the District depend on the summer program for employment, we do not deserve to be penalized because of the mistakes made this summer. Regardless of the city's mismanagement, we still need money for school clothes, recreation, and helping out at home. We need job experience, too, to help us in the future.

More than 50,000 youth in this city need jobs. 22,000 youth worked last summer. If jobs are cut back, next summer only about one-quarter of all the youth who really need to work will have jobs. Please do not let that happen.

High unemployment means more crime. Young people who are desperate for money for food and clothes will be forced to steal it if they cannot earn it. If the summer job program is cut, more youth will get arrested and convicted and risk their chances of a positive and productive future.

Because there were so many problems in the summer youth employment program, the D.C. Youth Congress has let DC-DOL know that we will work with them to prevent these problems again next summer. We believe we can help them operate a good program for more than 20,000 youth this summer if you and they will give us a chance.

Testimony by Marty Beyer, Director, D.C. Coalition for Youth

Juanita Bright has made a strong case for increasing the number and quality of jobs for young people in the District. Our purpose here today is to help you understand how damaging it would be to the young people of this community if funds for youth employment programs were cut. Our young people need jobs. We cannot afford to jeopardize their jobs because of programmatic problems.

The new administration in the District inherited a weak Department of Labor: mismanagement of the summer youth employment program has been a problem for years. Many of the same staff who mismanaged the summer youth employment program in the past were still associated with it this summer. The new staff who were brought in made significant improvements: more young people were placed in many more agencies than previously. Unlike previous years staff in DC-DOL are already planning next summer's youth employment program.

Drastic changes in DC-DOL's management of youth employment programs are essential:

- youth must be placed in jobs based on their interests and proximity to the work site
- the educational and self-esteem-building aspects of youth employment programs must be substantially expanded
- job site supervision must be improved; DC-DOL should fund special programs which can demonstrate particularly strong supervision
- year-round job opportunities for youth should be enlarged
- recruitment of youth who are out-of-school or involved in the juvenile justice system should be emphasized.
- the registration, income certificate, personnel records, and paycheck processes should be computerized in one system to avoid delay and inaccuracies
- incompetent staff throughout D.C. DOL should be removed

The D.C. Coalition for Youth's employment committee is composed of youth workers who are experienced in counseling young people and supervising their work. We have asked the D.C. Department of Labor to utilize this expertise by involving youth workers and young people in making dramatic changes in the Department. Partnership between city agencies and community-based organizations can make human service programs responsive to needy citizens. Our young people need all the jobs we can develop for them. The Coalition stands ready to help DC-DOL improve its management to make those jobs the best possible learning experience for youth.

We are disappointed that the Mayor reduced the city's request for appropriated funds for youth employment in the summer of 1980. We urge you not to reduce these funds any further. Young people need jobs and should not be penalized for the city's mismanagement.

D.C. SURVIVAL PROJECT

STATEMENT OF HAROLD STRAKER, D.C. SURVIVAL PROJECT WASHINGTON, D.C.

PREPARED STATEMENT

Senator LEAHY. I would ask that we have one more witness and that would be Harold Straker, of the D.C. Survival Project. Mr. Straker, if you are here, would you please come forward.

Mr. STRAKER. Yes, Mr. Chairman, thank you.

Senator LEAHY. Mr. Straker, if you could join us. All right, the other statements having been made a part of the record, I will make any statement you have a part of the record at this point.

[CLERK'S NOTE.—No prepared statement was provided by Mr. Straker.]

PROCEDURE FOR SUBMITTING ADDITIONAL MATERIAL

Senator LEAHY. I would like to say again that I apologize for our time constraints. Unfortunately, not realizing the Senate would take the action it's taken before this morning and what that has done to everything else around here, I am concerned that we have had to cut this quite short. If there are any of the witnesses that are scheduled here who feel that they have not had a chance to get an adequate statement in by my submitting it into the record, please let Mr. Gnorski know

and we will try to work out something, either with further correspondence or at a subsequent time in these hearings.

DIFFICULTIES WITH D.C. SURVIVAL PROJECT

Mr. Straker, as I understand it from testimony earlier there were a number of difficulties with the D.C. Survival Project. I believe that was closed by the District of Columbia Department of Labor and then reopened following an inquiry from the Mayor's office. Is that correct?

Mr. STRAKER. That's correct.

Senator LEAHY. When was it closed?

Mr. STRAKER. When?

Senator LEAHY. When was the D.C. Survival Project closed, what time during the summer?

Mr. STRAKER. The D.C. Survival Project was never closed, Senator Leahy.

Senator LEAHY. So the testimony that we received that it was closed, was inaccurate?

Mr. STRAKER. That is totally inaccurate, and I believe most of the facts presented on the previous Thursday were also.

Senator LEAHY. I am sorry.

Mr. STRAKER. I believe also that most of the facts presented previously on Thursday were also inaccurate.

Senator LEAHY. OK. Tell us what in substance is the inaccuracy or inaccuracies.

Mr. STRAKER. Shall I list them?

Senator LEAHY. Yes.

LIST OF INACCURACIES

Mr. STRAKER. First of all, we never had just 100 slots. The smallest number of youth assigned were 150.

Senator LEAHY. What was the largest number?

Mr. STRAKER. The largest number we had were 200.

Senator LEAHY. When did the project start?

Mr. STRAKER. Our project started on July 2.

Senator LEAHY. And at no time did the District of Columbia Department of Labor close it down?

Mr. STRAKER. The District of Columbia Department of Labor issued a letter stating they were closing the project. During that time we had appeared before the District of Columbia Superior Court and made presentations, and the Mayor's office intervened and more youth were assigned to our project as opposed to less youth. The statements presented last Thursday gave the impression that our organization either admitted fault or was found at fault and as a result of that were reprimanded and curtailed and that's totally inaccurate.

CORRESPONDENCE

Senator LEAHY. Mr. Straker, let me just ask so we fully understand that we are talking about the same thing here. I have a copy of the letter from Floyd S. Goff, Acting Assistant Director, Office of Employment Service—a full copy of which will be in the record—but it is

directed to you dated July 13, 1979, and it talks about previous discussions with you and problems with the D.C. Survival Project.

[The letter follows:]

LETTER FROM FLOYD S. GOFF

JULY 13, 1979.

Mr. H. A. STRAKER,
D.C. Survival Project,
Washington, D.C.

DEAR MR. STRAKER: As we have previously discussed, major problems have been identified to the D.C. Survival Project which are preventing its operation as a worksite for participants in the 1979 summer youth employment program. The worksites at which enrollees are to be stationed have not been identified. We have been unable to contact site supervisors nor yourself to obtain necessary assurances that youth are being properly supervised, or to obtain time and attendance logs on program participants working in the project. We have received many telephone calls from youth who have been assigned to your project as well as their parents who have concerns regarding assignments at the worksites. Finally, there is concern for the safety of youth in the type of work to which enrollees would be assigned which requires their making personal visits to single-family dwellings. As a result of the above, we are herein confirming our conversation of July 9, 1979, that effective that date the D.C. Survival Project has been canceled as a worksite for the summer youth employment program.

All youth who have been assigned to your project are being reassigned to other worksites within the summer youth employment program. Any youth who do report to your organization are to be advised to contact Ms. Royce Bumphus, 673-6544 for information regarding their reassignment.

We regret that we are unable to continue in a cooperative effort with your organization. Nonetheless we have a responsibility to insure that youth are employed at identified worksites which totally comply with program regulations.

Sincerely yours,

FLOYD S. GOFF,
Acting Assistant Director,
Office of Employment Service.

IDENTIFICATION OF WORKSITES

Senator LEAHY. Now they say, "The worksites at which enrollees are to be stationed have not been identified. We have been unable to contact site supervisors nor yourself to obtain necessary assurances that youth are being properly supervised, or to obtain time and attendance logs on program participants working in the project. We have received many telephone calls from youth who have been assigned to your project as well as their parents who have concerns regarding assignments at the worksites. Finally, there is concern for the safety of youth in the type of work to which enrollees would be assigned which requires their making personal visits to single family dwellings. As a result of the above, we are herein confirming our conversation of July 9, 1979, that effective that date the D.C. Survival Project has been canceled as a worksite for the summer youth employment program." And this indicates that any youth who did report to your organization for you to refer them to the department to get information on reporting to a new worksite.

Now am I reading that wrong? That sounds to me like it was canceled.

CANCELLATION OF PROGRAM

Mr. STRAKER. We never received that letter and that was entered into the court records, also.

Senator LEAHY. This was sent as a certified letter, number 899797.

Mr. STRAKER. And does it say we received it?

Senator LEAHY. Well, Mr. Straker—

Mr. STRAKER. I am saying that we never received that communication. We went to court to try and resolve this matter with the District of Columbia Department of Labor, and they also told the court that—

Senator LEAHY. They also say that "confirming our conversation of July 9, 1979," and effective that date that the program was canceled.

Are you saying that at no time did anyone have a conversation with you saying the program was canceled?

Mr. STRAKER. Our program was verbally canceled by Mr. Floyd Goff; on the same day Matthew Shannon said our program was not to be canceled, that Mr. Goff was to work out these problems with us. What I am saying here is that there was a clear case where the acting director says one thing and the person under him says something totally different.

REASSIGNMENT OF PROJECT YOUTH

Senator LEAHY. Were the youth assigned to the project reassigned?

Mr. STRAKER. Some of them were, the majority of them stayed with our program.

Senator LEAHY. By "majority" how many is that?

Mr. STRAKER. By "majority" I mean close to 78.

Senator LEAHY. So out of 150, 78 stayed?

Mr. STRAKER. Yes.

Senator LEAHY. You said you had 150 at the highest level?

Mr. STRAKER. Would you repeat that?

Senator LEAHY. Did I correctly understand your testimony earlier to be that you had 150 youth as the highest level, the highest number you had there in your program?

Mr. STRAKER. Yes.

Senator LEAHY. And 78 stayed with the program?

Mr. STRAKER. Yes, and then we were reassigned an additional 50.

Senator LEAHY. What is the longest period of time any one youth worked on the program during the summer? How many weeks was the longest anyone worked on the program?

Mr. STRAKER. The majority, roughly around 78 to 80, stayed with us during the entire duration of the program. That is from July 2 until August 31.

Senator LEAHY. So the majority stayed 8 weeks.

Mr. STRAKER. Yes.

Senator LEAHY. What was the shortest amount of time that anybody stayed?

Mr. STRAKER. The shortest amount of time would have to be approximately 2 weeks. That was the period of time when the Department of Labor intervened and sent the letters to the youth telling them not to report to our jobsite any more, that they were going to be reassigned. Some were told to stay home until they got another assignment; others were told to report to Pride, Inc.

Senator LEAHY. So nobody worked on the project for less than 2 weeks?

Mr. STRAKER. That's correct.

Senator LEAHY. And have you been told that you would be part of the summer youth program next year?

Mr. STRAKER. I am sorry, I didn't hear the question.

Senator LEAHY. Have you been told that you would be part of the summer youth program next year?

Mr. STRAKER. We believe this whole matter is both under court consideration and I do not know what kind of negotiations are going on with the Department of Labor.

Senator LEAHY. So the answer is you don't know whether you are going to be part of the program next year.

Mr. STRAKER. That's right.

Senator LEAHY. And you have not been told you will be part of the program next year.

Mr. STRAKER. That's correct.

Senator LEAHY. What kind of work did the people do at your job-sites?

Mr. STRAKER. Our youth were trained approximately for 3 weeks to do a variety of work, various work like office work in one category, the other category was community organizing work, and being in the street doing some kind of work benefiting the community.

TRAINING PERSONNEL

Senator LEAHY. What kind of training was involved? How many people were involved in the training of these 150 youth?

Mr. STRAKER. Most of the youth stayed during our training program. Our training program took place from 1 o'clock every day—

Senator LEAHY. I mean how many people were involved in the training? How many trainers did you have?

Mr. STRAKER. How many trainers? I have a list of them before me of approximately eight trainers.

Senator LEAHY. Approximately? That's a small enough number I think to get more exact. Were there 8, 7, 6, 5, 9, or whatever?

Mr. STRAKER. No, there were 12, not including myself.

Senator LEAHY. Now, what was the background of these trainers?

Mr. STRAKER. I am glad you asked that. Our trainers were Dr. Russel Adam, chairman of the Afro-American studies; Dr. Casper Harris, vice chairman of fiscal affairs, Howard University; attorney Michael Harris, legal counsel to Howard University; Dr. Jack Smith, social work instructor; Ms. Natali George, specialist in radiotherapy; Dr. Barbara Morgan, instructor of black studies at University of the District of Columbia; Nurse Karen Teel, registered nurse health specialist at Howard University; Frederick Davidson, retired General, assistant to President Cheec; Michael Abney, Republican political organizer; Annette Banks, instructor with the District of Columbia Public School System; Jerome Jones, director, RAP, Inc.; medical doctor, Clarence Waltron of the New York—

Senator LEAHY. Were these people working full time?

Mr. STRAKER. No, they did not work full time. They gave the lectures about the various types of programs that our youth would be involved in later to be followed up with a site class where—

Senator LEAHY. You said earlier that these young people had 2 to 3 weeks of training. Were these people involved throughout that 2 to 3 weeks?

Mr. STRAKER. Yes, they were.

Senator LEAHY. So they were involved every day for 2 to 3 weeks?

Mr. STRAKER. Yes, they certainly were. Our program was one that—

Senator LEAHY. How many hours—I am talking not about the youth now, I am talking about the list of people you were reading. How many hours did they work per week?

Mr. STRAKER. No, they came in to give their specific lecture, to give an explanation of their trade and how it related to youth development.

Senator LEAHY. How many days did each one spend?

Mr. STRAKER. Each one spent approximately 1½ days.

Senator LEAHY. So if we went back and talked to these people, their records would show that they spent 1½ days each in the manner you describe?

Mr. STRAKER. That is correct. Given the fact that the working day for the young people is approximately 4 to 5 hours.

Senator LEAHY. Were these young people all paid on time?

Mr. STRAKER. No.

NUMBER OF SUPERVISORS

Senator LEAHY. How many supervisors were there during the time they were working?

Mr. STRAKER. Supervisors assigned from the Department of Labor, or from our project?

Senator LEAHY. From your project.

Mr. STRAKER. From our project there were approximately six supervisors during the entire program.

Senator LEAHY. Approximately. How many are there exactly?

Mr. STRAKER. Once again, I am dealing with differences in the youth working hours, but there were definitely 6 people assigned, some stayed with those under 16, and there are those that stayed with those older than 16.

Senator LEAHY. Every day would there be 6 people, supervisors, ready to be divided up among the 78 to 150 people, whatever the number might be?

Mr. STRAKER. Yes, there were.

Senator LEAHY. Who were those six?

Mr. STRAKER. The names of those six—I don't have that list in front of me.

Senator LEAHY. Well, can you get us that list?

Mr. STRAKER. Pardon?

Senator LEAHY. Can you get us the list with the names?

Mr. STRAKER. Certainly.

Senator LEAHY. With the names, and addresses of those six people.

Mr. STRAKER. Certainly.

[CLERK'S NOTE.—Mr. Straker failed to provide the list to the committee.]

Senator LEAHY. Mr. Straker, I understand this matter is still before the courts; is that correct?

Mr. STRAKER. Pardon?

Senator LEAHY. Did I understand you to say that this matter is still before the courts?

Mr. STRAKER. Yes.

Senator LEAHY. Because of that then I will hold off with the other questions I might have asked, and I thank you very much for being here.

Mr. STRAKER. May I add one statement?

Senator LEAHY. Go ahead.

Mr. STRAKER. The facts and numbers presented on the previous Thursday were wrong. The dates were wrong. The agreement finally worked out between supposedly my office, the Office of the Mayor, and with the assistance of the Acting Director of the Department of Labor in no way reprimanded our project or found fault in the project.

As I stated, they gave us additional youths, provided additional supervisors and that was only the number of two supervisors. Our program continued to run until the end of that date, and most of the problems stem from the fact that the Department of Labor has no one and still does not have anyone to whom community organizations can go and negotiate problems, work problems out.

Senator LEAHY. OK, thank you very much.

CLOSING REMARKS

The record will be kept open for 2 weeks for any additional statements and I again apologize that, unfortunately, the clock is inexorable and we have gone a half-hour beyond our adjournment time.

If there are further statements on matters not covered here that people feel should have been covered, see Mr. Gnorski and let him know that. If it is necessary to take further testimony we definitely will do that.

I would point out to the witnesses, both those here today and potential ones, that this will be an ongoing thing. I would appreciate your interest, and I hope that you feel free to—I always hesitate when I make an open-ended offer—but I hope you feel free to keep the committee posted with your suggestions, criticisms, and ideas on this because the matter will be coming up in our regular budget hearings next year. I have asked the committee to keep a constant monitoring on this, and we will be monitoring it throughout next summer.

I will be holding hearings of this nature next fall some time after November, I expect. I don't want to predict the future, but I rather suspect that I will be chairman of this subcommittee for some time to come and I will be watching this with particular interest.

[CLERK'S NOTE.—The following correspondence and statements were received subsequent to the hearing for inclusion in the record.]

STATEMENT OF WILLIAM R. FORD, DIRECTOR, DISTRICT OF COLUMBIA
DEPARTMENT OF LABOR

Mr. Chairman, I, too, wish to thank you for allowing me the opportunity to respond to the findings of your investigative unit, relating to the activities of our Summer Jobs Program for 1979.

The Mayor has provided, I believe, a most comprehensive overview of our summer youth employment effort for this year, highlighting both our accomplishments and problems, many of which were made evident in the report of your committee investigative staff, issued November 14, 1979.

As the Mayor pointed out, I have brought with me members of my staff who were instrumental in the administration of the program this year, and I am hoping we will be able to provide you with any answers or information which may help to bring about a clearer understanding of exactly how the program performed in meeting its objectives of finding meaningful employment for more than 30,000 youths, this year.

I wish to add at the outset, that if, by chance, we do not now have all of the answers you might desire, we will do our utmost to provide you and your staff with any additional information, as soon as we can, which might add to a fuller understanding of our effort and accomplishments.

I am sure, that as you and members of your staff conduct this hearing this morning, you will certainly want to become apprised of the many efforts which are already underway to improve and enhance the quality of our program next year and in the years to come.

We have seen the problems we encountered this year, rehashed thoroughly in the public media and in many private gatherings. Payroll, monitoring, supervision, and meaningful jobs are but a few of the problems cited in administering this year's program.

We have already begun the efforts to improve our performance in all of these areas as we prepare for the Summer of 1980.

Providing meaningful jobs is uppermost in our planning. And, for a moment, let me make clear what we mean when we speak of "meaningful jobs."

Any job that meets a public or private need is a meaningful one. It may not always be glamorous, but it should be of benefit to the youth, the employer and the community at large.

It is always very difficult to persuade young people of the worth and value of work -- almost any kind of work -- when well respected members of the community add the weight of their prestige to the complaint of the youths who feel that the job is beneath both their dignity and perceived skills.

We are planning for next year to find these kind of jobs for some 30,000 youths and we need the good will and assistance of the community to help us teach the concept of the dignity of work.

We realize our anticipated budget for next year of some 4.9 million in appropriated funds, and 7.5 million in CETA funds, is considerably less than what we had to spend this year. But we feel that with the controls in place, as outlined in the Mayor's remarks, we will not only be able to run a smoother, friction-free program, but can exert tighter control over our dollar expenditures.

Although most of our summer work site employers are not aware of it yet, our early planning for next year is going to result in some early planning for them, too.

We intend to know from them, long before a youth is placed, where the work site is, what the youth will be doing and who and how many persons will be supervising the youth at the work site.

We are going to demand of them more accurate time and attendance reporting and an evaluation of the youths performance, which we will insist be shared with the youth.

, like the committee investigators, are displeased with large work sites within large city Departments which cannot provide meaningful jobs and supervision.

By expanding our job search into the SMSA, we expect to find more jobs of quality. Although we began this approach in 1979, we did not do so until we were well into the operation of the program.

There will be more emphasis on both training and work experience in those work sites which provide jobs in the Arts. We will be looking for more opportunities for young people to put their summer learning into doing.

Our proposed increased work-site monitoring will enable us to spot quickly those work sites which are not performing according to their previously submitted plans and enable us to provide technical assistance to improve the quality of the work site before a summer is wasted with "kids just sitting around."

We plan to eliminate early those work sites which look good on paper, but may turn out to be less than desirable.

Our proposed payroll division is already developing a system to help us avoid many of the problems that you, the Committee staff investigators and the mayor have already addressed. We believe, from hindsight review, that many payroll problems developed less from the inadequacy of this year's plan, than from the poor implementation of the procedures in the plan. Improper certification of time and attendance records, incomplete forms sent to D.C. payroll, and the rapid insertion of more than 30,000 individuals, on a bi-weekly basis, onto the D.C. payroll system all contributed immeasurably to our well known problems.

Early recruitment of our monitors and increased monitoring of our work sites and vendors, and adequate pre-training and orientation will improve our program for 1980. The addition of more community participation in

our planning process through the establishment of advisory committees, and more assistance from our community-based organizations will enhance our program and create an even greater sense of belonging by all participants.

We are especially grateful for the assistance which has been promised by the United States Department of Labor in our planning and implementation efforts for 1980.

The Department will be assisting us by providing manpower as well as technical assistance in our total plan and implementation phases, especially in the areas of payroll, recruitment and management.

Our records show that more than 42,000 youths, between the ages of 14 and 21, sought our assistance last summer. Although we were only able to serve a little more than 32,000, we intend to improve and expand our efforts until we can make the Mayor's pledge of a job for all those who want one a reality in our city.

It, of course, will require a special effort on behalf of all of us; the Congress, the media, the vendors, the city government, the youths and the community at large.

We do not expect to turn our system around within a year, but we do plan to do what other big cities, like New York, have done and show steady progress in developing a system that will be responsible and responsive to all those young people who need it, depend upon it, and whose lives would be so much less if we were not here, at all.

Thank you, Mr Chairman.

STATEMENT OF JEWELL ROBINSON SHEPPARD, EXECUTIVE DIRECTOR, WORKSHOPS FOR
CAREERS IN THE ARTS

Workshops for Careers in the Arts welcomes the opportunity to submit testimony to the District of Columbia Subcommittee of the Senate Committee on Appropriations on the Summer Youth Employment Program for inclusion in the Congressional Record.

Workshops for Careers in the Arts (WCA) and the Duke Ellington School of the Arts are a unique combination of a public high school and a "private" fundraising organization. WCA is the fundraising, grants administration and production arm of the Ellington School. The School is a four-year public high school of the arts created through formal action of the Washington, D.C. Board of Education in 1974. Since the school system budget could not meet all the needs of an arts high school, Workshops for Careers in the Arts exists to raise the supplementary funds necessary for the Ellington School to achieve excellence in its programs and services.

That we are achieving that excellence is embodied in our many former students who are starring in current and past stage productions on Broadway, in London, Los Angeles, Washington, D.C., and other parts of the world. That we are providing preparation for work experience in the arts is confirmed by former students who are working in films and television, both behind and in front of the cameras. That we are providing valuable artistic skills training is attested to by our students who have been awarded scholarships to fine arts institutions such as Juillard, Berklee College of Music, North Carolina School of the Arts, California Institute of the Arts and professional companies such as Arthur Mitchell's Dance Theatre of

Harlem and are matriculating successfully. In our 10 year history, over 90 percent of the graduates have been accepted to the college, professional school or company of their choice.

Workshops for Careers in the Arts is the "theatrical workshop" referred to (p. 12) in the Investigative Report of the D.C. Summer Youth Employment Program. Established in 1968 as a non-profit organization dedicated to the training of talented high school youth for real work in artistic disciplines, WCA grew from a program of summer classes held in dance, drama and the visual arts at various locations in the nation's capital, to a Monday through Friday, four-hour apprenticeship program where students were released from regular public high schools at noon to travel to their arts courses at Workshops from which Carnegie Unit elective credit was awarded for the year-long courses and counted toward the students' graduation eligibility.

In 1970, Congress designated \$50,000 of the District of Columbia Public Schools (DCPS) appropriation to support Workshops' program of education and training and in June of 1974, the Board of Education chartered the School of the Arts at Western to begin in September, 1974. From a program of 150 part-time students annually, the arts school was opened with over 300 students in grades 9 through 12. Majors are offered in the dance, theatre, the visual arts, and vocal and instrumental music.

It was anticipated that this program of education and training in the arts would achieve several concrete results: to enable artistically talented youth to graduate from high school with sufficient training in a particular skill to enter the world of work in their chosen area, to join

professional companies, or to enter institutions of higher education; to encourage gifted youth to stay in school, to learn to achieve excellence and to appreciate the relationship of the arts to academic subject matter; and to prepare generations of enlightened, talented and intelligent people to make maximum contributions to their own lives, their families, their communities and mankind.

Workshops funds the School's unique performance outlets: Living Library and the Everyman Street Theatre Company. The Street Theatre Company performing both literary adaptations and original material, has played to large enthusiastic audiences and high critical acclaim since 1970 when it was established with the assistance of the accomplished actress Geraldine Fitzgerald. In addition to its traditional opening performance at 14th and T Streets, N.W., Washington, D.C., the Theatre also performs at as many as twenty other locations throughout the D.C. area and has toured through the southern and northeastern states and Canada. Traditionally, it is the concluding performance of the annual invitational Out-of-Doors Festival at the Lincoln Center for the Performing Arts in New York City where it has been judged "outstanding production."

Street Theatre is a skills training and work related experience in which student participants perform in all facets of the program: the theatrical "book" for Street Theatre is assembled by students; sets, props and costumes are designed and constructed with assistance from students; music is performed and often composed by students; and performers are primarily students.

On July 16, 1979, a total of 55 CETA-eligible youth from across the Washington community began work training

in skills areas of dance, music, and acting and all related technical skills areas, e.g., costume design and construction; sound system assembly, maintenance and operation; props design and management; and production management. To supervise the training and work experience that the youth would receive, Workshops hired ten professionals with solid artistic credentials, representing a trainee to supervisor ratio of five (5) to one (1). A five week training phase was followed by a two-week period of actual work experience, i.e., playing in fifteen performances of the original musical, "Singin' and Shoutin'" in parks, on street corners, and in other public spaces throughout the Washington community. The amount of intensive training and preparation necessary to support such a production leaves no room for youths who "sat around doing nothing" as suggested on page 13 of the Investigative Report.

The D.C. Summer Youth Employment Program had many administrative problems and, indeed, we have been critical of the D.C. Department of Labor, especially where problems were not speedily resolved. It is important, however, that you not overlook the positive net results of those summer programs as you work to solve the administrative difficulties within the D.C. - S.Y.E.P. We must take care that our zealous pursuit of administrative efficiency does not cause us to forgo our duty to provide substantive programmatic content. It would appear that the sloppiness that prevailed in the administration of the D.C. - S.Y.E.P. infected the Investigative Staff of the Subcommittee, if that part of the report with which we were most familiar was an example of the level of "investigation". We would like to note that at no time was any supervisor

employed by WCA/Street Theatre/Duke Ellington School interviewed by the Investigative Staff. The person in the report incorrectly identified as a WCA supervisor was in fact a disgruntled S.Y.E.P. monitor for the D.C. Department of Labor. Neither the Project Director nor the Street Theatre Director were interviewed. Nor was the "Project Director" referred to in the report even a member of the staff of WCA when the Street Theatre program was being implemented. Not so surprising then that she had not been seen "since the beginning of the program."

So while we were saddened by the limited horizons of the report, we were not surprised when it reinforced pre-conceived, negative conclusions about the failure of S.Y.E.P. without acknowledgement of the benefits derived from the program by the hundreds of D.C. youth who found employment through S.Y.E.P. (At least fifty-five of those youth were gainfully and meaningfully employed through Workshops for Careers in the Arts).

Further, it is of particular concern to WCA that the implied and stated biases of the report against arts institutions not be allowed to prejudice subsequent views on what constitutes meaningful employment, lest we leap into the pitfall of denying the value of the work of such great artists as Lenotyne Price, Lena Horne, Van Cliburn, Ossie Davis, Langston Hughes, James Baldwin, and even of the Duke for which we are named. If we are serious about providing work training experiences, then we must provide the variety of experiences suitable to individual aptitudes and interests. It is not new data sources which tell us that workers give better job performances when they enjoy what they do and have a stake in the product (i.e., the company). It logically follows therefore, that the reg-

ulation barring "pre-selection" works at odds with the commitment to provide meaningful employment. Unfortunately, our national programs continue to reinforce the negative idea that recipients of public "welfare" programs (and unfortunately S.Y.E.P. is viewed by many as welfare) should have no choice in the disposition of their fates. If such is the treatment of minorities, of the poor and of youth, imagine then the biases against giving choices to people who are poor, black and young. Yet, if we are to prepare young people for their proper assumption of adult responsibility then we must allow them to participate in the decisions that govern their present and future well-being.

Acknowledging the deficiencies of the 1979 D.C. - Summer Youth Employment Program, Workshops for Careers in the Arts makes the following recommendations:

1. That the overall program not be decreased but that the prime sponsor give adequate administrative support necessary to run substantive, efficient programs.
2. That the major portion of the tasks of recruitment, registration, and certification of youth be accomplished before the start of S.Y.E.P. in the summer of 1980.
3. That private organizations be given training in the regulations and guidelines of the programs funded under CETA legislation.
4. That S.Y.E.P. monitoring programs be staffed with personnel who have some knowledge of the goals and the attendant regulations of S.Y.E.P.

However, in order to accomplish the above suggestions, Workshops for Careers in the Arts further recommends that:

1. That sufficient funds be appropriated to allow prime sponsors to fund a year-round staff for the S.Y.E.P. which devotes the nine months of start-up time to program planning, staff training, job development and recruiting.
2. That mechanisms be sought that do not subvert the intent of the Comprehensive Employment and Training Act, but nevertheless allow for a match between the aptitudes and interests of the youth to be served and the tasks to be performed on the job.

LETTER FROM RAQUEL MÁRQUEZ FRANKEL, DISTRICT OF COLUMBIA COORDINATOR,
MUJERES EN ACCIÓN

Dec. 18, 1979

Mr. John Gnorski, Staff Director
Senate Appropriations Committee
Room 1116
Dirksen Building
Washington, D. C.

Dear Mr. Gnorski,

Mujeres en Accion, an organization of Hispanic women, wishes to express its profound concern at the inequitably low number of Hispanic youth represented in the District of Columbia's Summer Jobs Program in 1979. It is our understanding that out of 30,000 jobs involved only around 100 went to Hispanics.

While we are cognizant that many problems beset this particular program we nevertheless feel that the local administration must make special efforts to assure some proportionate representation of all segments of the community. During political campaigns the number of Hispanics has been stated to be as high as 10% of the population, but in job allocations in this program Hispanics represented only .003%.

We request that this letter be made part of the Hearing record and that this concern be reflected in future dialogues on this and other programs.

Sincerely,

Raquel M. Frankel

STATEMENT OF MANPOWER SERVICES PLANNING ADVISORY COUNCIL

The Manpower Services Planning Advisory Council has reviewed the report of the Investigative Staff of the Senate Appropriations Committee on the 1979 District of Columbia Summer Youth Employment Program. The Council has also been in contact with Mr. William Ford, Director of the D.C. Department of Labor, and, through Mr. Ford, in contact with an advisory group responsible for the evaluation of the Summer Youth Employment Program. The Council has been made privy to the findings of the group. When concluded, a copy of the report being prepared by the Office of Inspector General, U.S. DOL, has been requested.

Because of the concern of the Council regarding the administration of the Summer Youth Employment Program, the Council has done some evaluating of the program on its own. The MSPAC is cognizant of the problems to be resolved and will make note of them in its annual report, currently in preparation.

The supplemental appropriation process provided the city with the flexibility to hire non-economically disadvantaged youth as well as the disadvantaged, and also to place youth in profit-making organizations with opportunities for meaningful work experience. MSPAC strongly applauds the ability of the city to do this and urges its continuation.

Notwithstanding the serious concerns observed by those who have looked at this program, the MSPAC wishes to register its unequivocal belief in the concept of Summer Youth Employment Programs; and to go on record in support of the continuation of the Summer Youth Employment Program, providing and assuming that there are:

1. a rational and objective assessment and,
2. a correction of both Federal and local planning as well as improvement in the management and funding procedures.

The D.C. Department of Labor's new permanent Director, (Mr. Ford), in consultation with the MSPAC, is also supportive of the concept but has voiced strong concerns over the poor planning of the 1979 Summer Youth Employment Program and the critical need for full-time staff for year round planning and administrative support for the Summer Youth Employment Program.

The MSPAC is confident that through Mr. Ford's leadership, the energetic and continued oversight of the MSPAC, and with constructive assistance from Federal authorities, local problems can be addressed in such a manner that an effective program will be put into place for a meaningful Summer Youth Employment Program for the District of Columbia in 1980 and the future.

MSPAC continues to believe that an effective Summer Youth Employment Program in the District of Columbia is far more desirable than the possible negative alternatives which realistically may arise from above-average levels of unemployed youth. This could produce uncomfortable levels of instability in our local community with concomitant losses in business growth, property values, and the prestige of the nation's capital.

STATEMENT OF DR. WILLIAM COUNCIL, D.C. CONCERNED CITIZENS
CAUCUS ORGANIZATION

It gives me a great sense of purpose to take this opportunity to present my views on the future of the Summer Job Youth Program in our nation's capitol.

In view of time, I would like to make the following statements in support of the 1980 appropriation of all funds at least equal to the 1979 appropriation.

1. The future is now.
 - A. What happens to our youth today is crucial in that it dictates what tomorrow will be for all mankind.
 - B. Action now in a meaningful way will secure a healthy, purposeful, and stable foundation for generations to come.
 - C. Financing an employment opportunity for our youth today is an investment in building a better tomorrow; an offer we cannot refuse.
 - D. We can either appropriate funds now or appropriate them later. I feel by appropriating funds now, we can hedge against repercussions that are more costly in the long-run.

OUTLINE

- I. Introduction
 - A. Resume'
 - B. Concept of Marketing and Sales Programs
 - C. Concept of The DCCCC Organization
- II. An Overview of How The Marketing and Sales Program Worked
 - A. Approach
 1. Mental Attitudes Toward Selling
 2. PDQ Formula
 3. Face to Face Approach
 - B. Getting Organized
 1. Potential Market Guideline
 2. Poor and Good Organization
 3. Goals In Life
 4. Job Values and Outcomes
 5. Time Control
 6. Success Formula
 7. Monthly Summary
 8. Analysis of Works

C. Prospecting

1. Sources of Prospects
2. Turning A "Suspect" Into A Prospect
3. Profile of A VIP Prospect
4. Identification of VIP Market

D. Implementation

1. Payroll Record
2. Question and Answer Sheet for Distributor
3. Product Price List
4. Field Trip
5. Motivation Cycle
6. Effective Word List
7. Daily Schedule
8. Suggested Sales Presentation
9. Job Schedule
10. Program Application Survey Form
11. Daily Attendance Sheet
12. Group Leadership Formation

E. Results

1. Employability of The Student

F. Follow-Up

1. Additional Training Required
2. End of Program Survey

III. Individual Training Assessment Sheet

IV. Potential Markets

V. Progressive Marketing Techniques

VI. Seminar For Summer Youths

VII. Problems of Program

A. Payroll Related

1. Overpayment
2. Underpayment
3. Timeliness of Payment
4. Lack of Payment
5. Appropriate Wage Level (Based on Age)

B. Administrative Related

1. Lack of Staff Support
2. Lack of Staff Supplies
3. Lack of Staff Equipment
4. Inadequate Working Facilities (Space, Air Conditioning, etc.)
5. Insufficient Program Materials and Guidelines
6. Lack of Supervisory Coordination
7. Lack of Sufficient Blue-Collar Type Jobs

VIII. Recommendations

A. Senate must allow Mayor's administration the chance to prove that this necessary program can work.

1. Most new programs need a trial period to work out all the problems.
2. Adequate support must be given to the Mayor's staff to assist in working out problems.

3. Regardless of the level of education, aptitude, and comprehension of the student, they all need to think highly of themselves and their jobs.
- R. Job rotation could prove beneficial.
1. It would give the student a variety of experience in later years for securing employment.
 2. It would provide the necessary stimulation to allow a job to continue to be challenging.
- S. There should be a committee to oversee and control any or all payroll problems prior to pay day.
- T. ID cards should be used to make the identification process easier by supervisors and staff. (Administrative costs).
- U. Family income should not be a major factor for elimination or qualification for program but instead the need of the student.
1. A family could have an income that exceeds the criteria for public assistance, however still have an emotionally and mentally under-exposed child needing the assistance of a program such as the summer employment program.
 2. A one-parent family could also exceed income guidelines but the child could need specific directional influence to head him in the right direction for the future, and fill the void in his life created by the absence of both parents.
 3. Even families with sufficient income have problems in finding adequate programs to keep their kids off of the streets.
- V. The funds for the employment programs should be available year round to give the student a well-rounded employment background to prepare them for future service to employers.

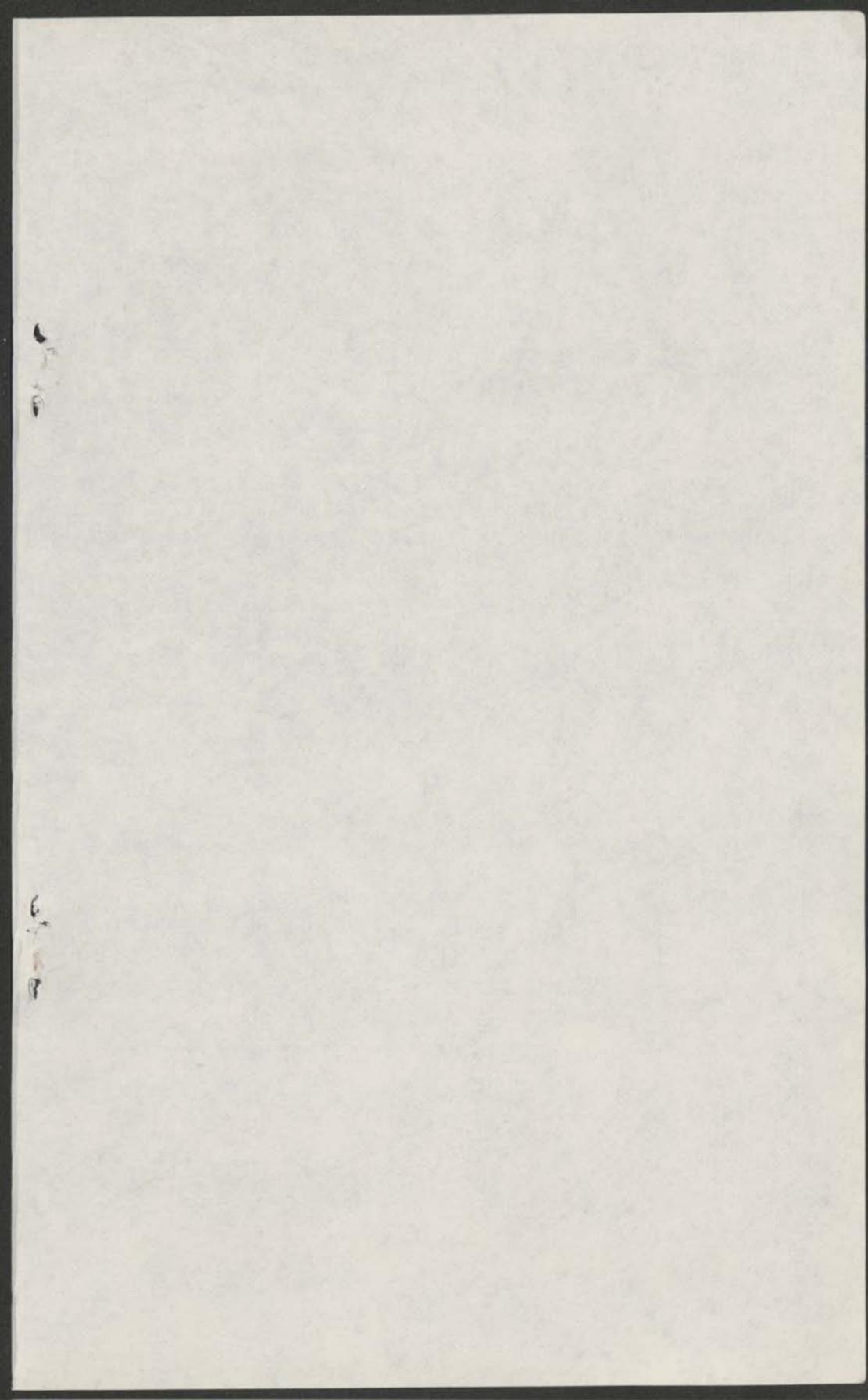
CONCLUSION OF HEARINGS

Senator LEAHY. We stand in recess.

Thank you.

[Whereupon, at 10:05 a.m., Thursday, December 13, the hearings were concluded and the subcommittee was recessed to reconvene at the call of the Chair.]

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