

NLWJC - Kagan

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Welfare-Government Hiring [1]

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	from Cynthia Rice to Bruce Reed and Elena Kagan re Federal Hiring Update [partial] (1 page)	09/22/1997	P6/b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Elena Kagan
OA/Box Number: 14372

FOLDER TITLE:

Welfare - Government Hiring [1]

2009-1006-F

kc131

RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

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

- b(1) National security classified information [(b)(1) of the FOIA]
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**Questions and Answers on Federal Hiring of Welfare Recipients
April 8, 1998**

Question: What is the Vice President announcing today?

Answer: Today the Vice President is announcing that federal agencies have hired nearly 3,700 welfare recipients and are on track to meet the total government-wide commitment to hire 10,000 individuals by 2000. The Vice President is also encouraging federal contractors, grantees and partners to join in this endeavor, as thousands of companies around the country have.

Question: Are federal employers pleased with the performance of these individuals to date?

Answer: From everything we hear, everyone involved in this effort is very pleased. Supervisors and managers report that new hires are enthusiastic and productive, and that they see improved morale and productivity in the offices that have hired former welfare recipients. New hires also express commitment to their new jobs and appreciation for the opportunity to work. Some agencies have hired more people from the welfare rolls than they had originally planned to hire through 2000. For example, Treasury has already hired 493 people, which is 122% of its total commitment through 2000. OPM has hired 37 people, which is 148% of its total commitment through 2000.

Question: What have you learned from this initiative--what are some of the challenges in hiring welfare recipients?

Answer: We have learned a tremendous amount from this initiative. First and foremost, that people on welfare want to work and make good employees. They face some of the same challenges that many other workers, especially those with children, face on a daily basis--how to secure stable affordable child care, what to do when your child is sick and you can't leave them in child care, how to find reliable, affordable transportation that can get you to work on time each day. Agencies are working with their new hires on these issues.

Question: Is the Vice President requiring federal contractors to hire welfare recipients?

Answer: No, participation is entirely voluntary. But as today's remarks from Secretary Herman, Office of Personnel Management Director Lachance, Deputy Transportation Secretary Downey, and United Airlines Vice President Jim Sines show, many public and private employers are finding welfare recipients are good workers. We are encouraging our partners to do their part in moving people from welfare to work, just as we have asked private companies throughout the country

to do, and we are doing ourselves. In fact, companies such as United Airlines have reached out to encourage their suppliers to get involved in welfare to work efforts, and have suggested that the federal government do the same. The Welfare to Work Partnership is available to provide assistance to businesses who want to get involved.

Questions: Have any people who have been hired not worked out? Been fired?

Answer: The anecdotal information that we have at this point is positive. Many agencies have mentoring and other support programs that they believe will keep retention rates high. There is always a certain amount of turnover among some new employees, and we expect that may also occur with these new hires. It is noteworthy that some private employers have reported higher retention rates for former welfare recipients than for other new hires (for example, United Airlines).

Question: How did you come up with the goal of 10,000 hires?

Answer: These numbers represent the Federal government's fair share of the effort to hire welfare recipients. The Federal government is approximately 1.5 percent of the nation's workforce. To meet its portion of the President's challenge to move 2 million people off welfare by the year 2000--which amounts to moving about 700,000 adults into the workforce--the Federal government ought to hire about 10,000 welfare recipients.

Question: How did each agency come up with its target figure? Why are they so different?

Answer: The President asked each agency to submit an individualized plan that made sense given the nature of its workforce and hiring needs.

Question: Why did some agencies change their hiring goals?

Answer: Last April the Cabinet Secretaries discussed numbers of potential hires with the President and Vice President and some agencies broke this down into year by year numbers. The Cabinet Secretaries then made formal commitments, which were relayed by the Vice President to the President in a written report. When the commitments were made, many agencies had determined it made more sense to manage against a total rather than a year by year target. The current numbers we now release on a monthly basis show each agency's progress to date against their total commitment. We are very pleased that most agencies are on track-- as we complete this first year, almost all the agencies are at least one-third of the way towards their total commitment and some agencies have already exceeded it. The major exception is the Department of Commerce, where most of the hiring is related to the Census and is therefore planned for 1998 and 1999. We do expect they will meet their goals.

Question: How can you hire welfare recipients when government is downsizing and budgets are tight?

Answer: It is true that the government is downsizing. Since the President took office, he has actually shrunk the Federal government to its smallest size in three decades. However, downsizing does not mean there are no jobs to fill. As in any organization, there is a natural amount of turnover in jobs at all levels. The Federal agencies have committed to reaching out specifically to the welfare population to fill those positions.

Question: What types of jobs are people being hired into? Aren't a lot of people being hired into temporary jobs.

Answer: Generally, people are being hired into a wide variety of entry-level positions, primarily clerical and technical jobs. However, agencies are working with people to provide training and development that will allow them to advance. Some positions are temporary; however, these jobs provide valuable training and workplace skills that help someone prepare for other jobs.

Question: Where are people being hired--is it only in Washington?

Answer: No, we're talking about jobs all over the country. More than 85% of federal jobs are located outside Washington and 80% of the new welfare to work hires are outside the Washington area.

Question: How many Federal employees are there and what percentage of the workforce does that represent?

Answer: There are 1.8 million Federal employees in the Executive branch that account for approximately 1.5% of the nation's workforce.

Question: How much does this effort cost?

Answer: Agencies are carrying this out within their existing budgets. All personnel offices conduct recruitment and outreach as part of their normal activities and build in these necessary activities as part of their normal budgets.

Question: Aren't you favoring welfare recipients over everyone else?

Answer: We are not creating any preference such as the one that exists for veterans. We are encouraging the departments to use existing hiring authorities, including programs that allow departments to cut through red tape and hire entry-level workers quickly and easily. We are also encouraging outreach efforts to our federal contractors, grantees and partners. This is the same commitment that the President has asked of the private sector.

Question: Why are we helping these individuals rather than other poor people?

Answer: We make no apologies for the fact that we are asking the federal agencies to hire needy single mothers with children, who are now facing time limits on their welfare assistance and who want to go to work. These are people it is most crucial to reach and put on the track of work. We want to help these families move from dependence on welfare to self-sufficiency through work.

Question: Does the Administration think federal government hiring is the way to reform welfare?

Answer: The Federal government's role is an important one, but it is only part of the formula for success. We are asking the Federal government to do exactly what we have asked the private sector to do--help meet this challenge of moving people from welfare to work. And, as both the federal agencies and private businesses around this country can attest, this is not just the right thing to do--it is also makes good business sense.

WP - govt hiring

Andrea Kane

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: VP Federal Welfare-to-Work Hiring Event Has Been Scheduled!

This event has finally gotten confirmed for April 9th (the anniversary of the Cabinet meeting last year). The VP will announce latest #s showing we're on target for our goal of 10,000 (over 3,600 through 3/22), release a very nice annual report highlighting lessons learned and accomplishments in the agencies, and challenge companies who do business with the federal government to do their part. Likely participants: 1 Cabinet member (probably Pena, whose been very aggressive about reaching out to contractors), 1-2 businesses, and one former welfare recipient. We're working with Partnership to get 1-2 of their Board members to participate--it looks pretty good. We're highlighting the fact that Greenwald suggested at the meeting w/ VP, Erskine, and Bruce back in November that the federal govt should reach out to its contractors in the same way that United has reached out to its suppliers (apparently he's thrilled that we took him up on his suggestion). This event will be an action item on the COS' call tomorrow. Each agency will be asked to identify 5 or more contractors they will bring to the event, and identify either Cabinet or deputy to attend.

Message Sent To:

Bruce N. Reed/OPD/EOP
Elena Kagan/OPD/EOP
Laura Emmett/WHO/EOP
Cynthia A. Rice/OPD/EOP
Diana Fortuna/OPD/EOP

Andrea Kane

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP

cc: Cynthia A. Rice/OPD/EOP

Subject: VP federal welfare to work event

We've been working with NPR staff to develop a strong VP event to mark the one-year anniversary of the federal welfare to work hiring initiative. They're now ready to do a VP scheduling memo and would like to be able to say DPC supports it. We think this has good potential--do you agree?

- The event would happen sometime in March or early April to correspond with the March 8th radio address or the April 9th cabinet meeting last year.
- The VP would announce our success to date (should be well over 3,000 recipients by then), release a first year report to the President, challenge federal contractors to do their part in hiring welfare recipients, and set some kind of goal for Cabinet secretaries to do more in working with their contractors in 1998.
- We see a panel with several Cabinet secretaries who have done the most to reach out to contractors (Pena and Cohen are most likely), along with one or two businesses who are federal contractors and have hired welfare recipients. In the audience, several hundred contractors, primarily from D.C. area, invited by each Cabinet secretary.
- We'd also like to involve someone from the Partnership Board--you may remember that at the Nov. 19th meeting in the Roosevelt Room, Greenwald talked about how United had reached out to their suppliers and thought the federal government should do the same (encourage not coerce).
- We hope the Partnership will take an active role. Lyn is checking on their level of enthusiasm and how this fits in their priorities. If nothing else, the contractors in the room should be encouraged to sign up with the Partnership.

WR - govt hiring



Cynthia A. Rice

12/16/97 12:41:08 PM

Record Type: Record

To: Cynthia A. Rice/OPD/EOP
cc: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP, Andrea Kane/OPD/EOP, Diana Fortuna/OPD/EOP
bcc:
Subject: Re: Federal Welfare Hiring

Addendum: the November 22nd numbers show hires of 2229. Another key reason to have the DPC meeting is to push the agencies to do more.....

Cynthia A. Rice



Cynthia A. Rice

12/16/97 12:25:06 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP
cc: Andrea Kane/OPD/EOP, Diana Fortuna/OPD/EOP
Subject: Federal Welfare Hiring

As you know, we get monthly numbers of each federal agency's welfare hires from the Office of Personnel Management -- the latest numbers (from Oct. 22nd) show 2,098 hires. In addition, the agencies submitted narrative reports for FY '97 to the Vice President. Andrea and I met with the NPR staff, and we'd like to propose to:

1) Prepare one page summaries of each agency's accomplishments, to release at the one year anniversary of the Presidential executive order (March 8th). Or would you prefer to have them for the State of the Union?

2) Hold a DPC meeting in January, possibly attended by the VP, so that selected agencies can share what's worked for them.

What do you think?

**FEDERAL GOVERNMENT HIRES NEARLY 2,000 WELFARE RECIPIENTS
IN FIRST SIX MONTHS OF WELFARE TO WORK INITIATIVE
October 8, 1997**

Today, Vice President Al Gore announced that the federal government has hired nearly 2,000 welfare recipients, achieving in six months nearly 20 percent of the President's goal of hiring 10,000 people by the year 2000. The Vice President is heading the effort to ensure that the federal government -- as the nation's largest employer -- does its fair share to help those on welfare go to work.

Earlier today, the President released another piece of evidence showing that welfare reform is working, announcing that welfare caseloads have declined another 250,000, bringing the total reduction to more than 3.6 million since he became President, a drop of 26 percent.

The President asked the Vice President to head the federal welfare to work effort in April. Since then federal agencies have hired 1,901 welfare recipients at locations all around the country. New hires reported through September 22nd show several agencies -- including the Department of Health and Human Services, the Department of Labor, the Department of Veterans Affairs, the General Services Administration, the Office of Personnel Management, the Social Security Administration, and the U.S. Information Agency -- have hired more than 30 percent of their goal to date. The Executive Office of the President has attained 100 percent of its goal, hiring six workers from the welfare rolls.

The federal hiring initiative is a key part of an Administration-wide effort to create jobs to move people from welfare to work. These efforts include fighting for and winning an additional \$3 billion for welfare to work in the Balanced Budget Act, mobilizing the business community to hire welfare recipients, and working with civic, religious and non-profit groups to mentor families leaving welfare for work.

President Clinton and Vice President Gore have made welfare reform a top priority of this Administration. During his first four years in office, the President granted federal waivers to 43 States to require work, time-limit assistance, make work pay, improve child support enforcement, and encourage parental responsibility. In August 1996, President Clinton signed into law the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA), a comprehensive bipartisan welfare reform bill that establishes the Temporary Assistance for Needy Families (TANF) program.

Q&A
Federal Hiring of Welfare Recipients

General Questions

Question: Are federal employers pleased with the performance of these individuals to date?

Answer: Managers are reporting that these new workers are working out well to date. Some agencies have hired more people from the welfare rolls than they had planned to at this point. For example, the Social Security Administration planned to hire 150 people in the first year, but they have hired 188 people to date.

Question: Have any people who have been hired not worked out? Been fired?

Answer: The anecdotal information that we have at this point is only positive. Many agencies have mentoring and other support programs that they believe will keep retention rates high. We should have more information on retention rates in the future.

Question: Hiring 10,000 welfare recipients over four years seems ambitious. Are these figures realistic?

Answer: This is an ambitious plan, but the figures released today show that we are well on our way. In the six months since this plan was launched, we have reached almost 20% of our goal. We expect to reach 10,000 in the three years remaining.

Question: These numbers seem modest given the enormity of the problem. Why are they so skimpy?

Answer: These numbers represent the Federal government's fair share of the effort to hire welfare recipients. The Federal government is approximately 1.5 percent of the nation's workforce. To meet its portion of the President's challenge to move 2 million people off of welfare by the year 2000--which amounts to moving about 700,000 adults into the workforce -- the Federal government ought to hire about 10,000 welfare recipients.

Question: What sort of jobs are people being hired into?

Answer: Generally speaking, people are being hired into entry-level positions.

Question: What are agencies doing to support former welfare recipients once they're hired?

Answer: Agency approaches differ, but many have programs to retain employees once

hired, including training, addressing child care and transportation issues, and creating mentoring or buddy programs to address issues that may arise.

Question: How can you hire welfare recipients when government is downsizing and budgets are tough?

Answer: It is true that the government has been downsizing. Since the President took office, he has actually shrunk the Federal government to its smallest size in three decades. However, downsizing does not mean that there are no jobs to fill. As in any organization, there is a natural amount of turnover in jobs at all levels. The Federal agencies have committed to reaching out specifically to the welfare population to fill those positions.

Question: How many Federal employees are there and what percentage of the workforce does that represent?

Answer: There are 1.9 million Federal employees that account for 1.5% of the nation's workforce.

Question: How much does this effort cost?

Answer: Agencies are carrying this out within their existing budgets. All personnel offices conduct recruitment and outreach as part of their normal activities and build in these necessary activities as part of their normal budgets.

Question: Are agencies hiring only in Washington, D.C.?

Answer: No. We're talking about jobs all over the country. More than 85 percent of federal jobs are located outside the Washington metropolitan area.

Question: Aren't you favoring welfare recipients over everyone else?

Answer: We are not creating any preference such as the one that exists for veterans. We are encouraging the departments to use existing hiring authorities, including programs that allow departments to cut through red tape and hire entry-level workers quickly and easily. We are also encouraging outreach efforts. This is the same commitment that the President has asked of the private sector.

Question: Why are we specifically helping welfare recipients rather than other poor people?

Answer: We make no apologies for the fact that we are asking the agencies to hire needy single mothers with children. These are the people whom it is most crucial to reach and put on the track of work. We want to help these families move from

dependence on welfare to independence through self-sufficiency.

Question: Does the President think federal government hiring is the way to reform welfare?

Answer: The Federal government's role is an important one, but it is only part of the formula for success. The President wants the Federal government to do exactly what he has asked the private sector to do -- help meet his challenge to move 2 million people off the welfare rolls by the year 2000, and to *continue* to move recipients into work thereafter. The President is extremely pleased that all of his Cabinet Secretaries and other agency and department heads are responding so enthusiastically.

Agency-Specific Questions

Question: Over 4,000 of the 10,000 hires you are planning come from the Department of Commerce, and yet Commerce has only reach 2% of its goal. What is happening there?

Answer: The Department of Commerce's hiring is largely associated with the Census, and it is therefore planned for 1998 and 1999. Commerce expects to hire 1,700 people in 1998 and 2,300 people in 1999.

Question: Aren't the Census jobs temporary? Don't welfare recipients need permanent jobs?

Answer: We are extremely pleased that the Department of Commerce has committed to hiring so many people over the next four years to do work on the 2000 Census. Most of these jobs are temporary in nature. There will also be options for some of the individuals to be converted to permanent employment. However, as you know, every job is significant because whether it is short term or long term, a job offers a welfare recipient valuable work experience and on-the-job training that can help her achieve permanency in the labor market.

Question: Why has the State Department hired so few people -- only 9 out of a goal of 220 people?

Answer: The State Department has reported that its usual security clearance process is causing their new hires to come on board more slowly than their plan contemplated.

Question: Why is NASA doing so poorly -- only one person hired out of a plan to hire 40 people?

Answer: Actually, NASA did not expect to hire any welfare recipients this year because of

its downsizing plans. NASA is planning its hiring for the following years.

White House Hiring

Question: Why are the White House/Executive Office of the President and the Office of Personnel Management already at 100% or more of their goals?

Answer: Both agencies planned to make all their hires in the first year. Most other agencies planned to phase in the hiring between FY1997 and FY2000.

Question: Which offices of the White House do they work in?

Answer: The Office of Management and Budget has hired two people, while the Domestic Policy Council, the Office of Public Liaison, the Office of Administration, and the Office of Correspondence have each hired one person.

Question: Are the employees at the White House having any problems?

Answer: No. The Executive Office of the President has arranged mentors and a support group for its hires, as part of its Support Training and Realizing Success (STARS) program. Managers report that they are very satisfied with these new employees to date.

Question: Will the White House hire more welfare recipients?

Answer: Given how well it has gone so far, we are certainly looking seriously at that option.

Wp-sent hiring



Cynthia A. Rice

09/22/97 09:04:21 AM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP, Diana Fortuna/OPD/EOP, Elisabeth Stock/OVP @ OVP

cc:

Subject: Federal Hiring Update

The National Performance Review prepared a chart, which I will send you, which shows the varied success of agencies to date to meet their federal welfare hiring goals. Both the Executive Office of the President and the Office of Personnel Management have already hired 100% of those they pledged to hire by the year 2000. Also on the high end are the Social Security Administration (25%), the Department of Labor (22%) and HHS (19%). As of August 22nd, however, HUD had met 0% of its goal, Commerce and State 1%, and Justice 2%, EPA and NASA 3%. The Department of Education has hired only one person, 5% of its 21 person commitment.

The National Performance Review staff have been working with all the agencies on their performance. I recently worked with Anne McGuire and Barry Toiv to organize a meeting of agency policy and communications staff to reinforce the importance of 1) improving performance; and 2) managing press inquiries.

I thought it might be useful to send a note from you, Bruce, to all the members of the Domestic Policy Council saying something like "I thought you would be interested to see this chart comparing agency performance in meeting their federal hiring commitments. As you may know, agencies must report their fiscal year 1997 hires to the National Performance Review by November 15th. Contact Bob Stone at XXX-XXXX for more information." I'll make sure the idea doesn't step on any toes in the VP's office. What do you think?


WR - sent hiring



Cynthia A. Rice

09/25/97 12:29:50 PM

Record Type: Record

To: Cynthia A. Rice/OPD/EOP
cc: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP, Diana Fortuna/OPD/EOP, Christa Robinson/OPD/EOP
bcc:
Subject: Re: Federal hiring numbers 

Update: current count: 1453
Cynthia A. Rice



Cynthia A. Rice

09/25/97 12:16:22 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP
cc: Diana Fortuna/OPD/EOP, Christa Robinson/OPD/EOP
Subject: Federal hiring numbers

The Vice President's folks are pulling together all available numbers, they think they can get up to 1,300. If the number seems good, they'd like the VP to do an event early next week welcoming the latest hiree to the Dept. of Labor with a gathering of all the hirees and their supervisors. I'll keep you posted.

Withdrawal/Redaction Marker

Clinton Library

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WTR - part hiring
[001]



Cynthia A. Rice

09/22/97 06:41:37 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP
cc: Elena Kagan/OPD/EOP, Diana Fortuna/OPD/EOP
bcc:
Subject: Re: Federal Hiring Update

One way to avoid embarrassing him too much and preventing possible leaks is for you to send the note only to poor performers, who had not as of Aug 22nd --

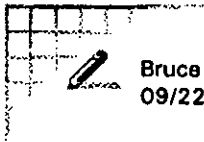
Met at least 5% of their hiring goal (Commerce, HUD, Justice, State, EPA, NASA); or
Met at least 10% of their hiring goal (Commerce, Defense, Education, Energy, HUD, Interior, Justice, State, Transportation, Treasury, EPA, NASA)

(SEC has met 0% of its commitment, but since they are an independent agency, we would have to have communication approved by the Counsel's office).

Revising the note to say something like:

I thought you would be interested to see that as of August 22nd, the Office of Personnel Management shows your agency as having met less than __% of its federal welfare hiring commitment. As you may know, agencies have been asked to report fiscal year 1997 welfare hires by November 15th. If you have any questions, please contact Susan Valaskovic at the National Performance Review at 632-0354.

Bruce N. Reed



Bruce N. Reed
09/22/97 09:11:17 AM

Record Type: Record

To: Cynthia A. Rice/OPD/EOP
cc:
Subject: Re: Federal Hiring Update

P6/(b)(6)

WP - sent living



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415

OFFICE OF THE DIRECTOR

Honorable Eddie Bernice Johnson
U.S. House of Representatives
Washington, D.C. 20515

Dear Representative Johnson:

This is in response to your request for the Administration's views on H.R. 1066, the "Federal Jobs Opportunity Act." Your request was incorrectly referred to the Department of Health and Human Services for reply. We regret the delay in responding.

H.R. 1066 would provide that an individual who receives a passing grade in a civil service examination for entrance into the Federal Government's competitive service shall, if such individual is a welfare recipient, be granted additional points above the individual's earned rating.

The Administration opposes H.R. 1066. With the recent creation of the Administration's welfare-to-work initiative, we believe that it would not be unreasonable to provide a grace period for our efforts to provide leadership by hiring ten thousand individuals who are leaving welfare over the next four years. Federal agencies are committed to identifying vacancies, including part-time and temporary positions, for which such individuals might qualify. Then, using modern outreach techniques coordinated by our Federal Executive Boards and Associations throughout the nation, we fully intend to create an awareness of the many jobs available to welfare recipients, and to provide them with meaningful opportunities to fill those jobs and gain valuable experience.

In testifying at the April 24, 1997, hearing on the welfare-to-work initiative, the Office of Management and Budget's Deputy Director for Management, John A. Koskinen, testified that the Administration has tried not to view this initiative as a preference program, but rather as a program designed to fill available slots with people who are qualified at whatever the appropriate level of qualifications may be. That remains our view today.

In addition, we continue to believe that the granting of preference in this circumstance is not only unnecessary, but also divisive. Any attempt to equate the preference offered by H.R. 1066 with veterans preference must take into account the underlying rationale for veterans preference, which is that veterans gave up a period of their lives and placed themselves in harm's way to defend democracy and this country, and that granting them preference in hiring is the Nation's way of repaying them for their valor and sacrifice. The award of comparable preference to others who have not performed comparable service surely will be seen as devaluing that sacrifice.

Honorable Eddie Bernice Johnson

2

Also, establishing a new category of preference inevitably will create a precedent for other groups seeking to be similarly favored. From former Federal employees who were displaced as a result of downsizing, to segments of the population not well represented in some areas of the Federal workforce, to college graduates with Federal student loans seeking opportunities for repayment, enactment of H.R. 1066 would spark renewed efforts to obtain equivalent treatment.

For these reasons, the Administration opposes H.R. 1066.

The Office of Management and Budget advises that there is no objection from the standpoint of the Administration's program to the submission of this report.

Sincerely,

James B. King
Director

105TH CONGRESS
1ST SESSION

H. R. 1066

To amend title 5, United States Code, to provide that an individual who receives a passing grade in an examination for entrance into the competitive service shall, if such individual is a welfare recipient, be granted additional points above the individual's earned rating.

IN THE HOUSE OF REPRESENTATIVES

MARCH 13, 1997

Mr. EDDIE BERNICE JOHNSON of Texas introduced the following bill; which was referred to the Committee on Government Reform and Oversight

A BILL

To amend title 5, United States Code, to provide that an individual who receives a passing grade in an examination for entrance into the competitive service shall, if such individual is a welfare recipient, be granted additional points above the individual's earned rating.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the "Federal Jobs Oppor-
5 tunity Act".

1 **SEC. 2. ADDITIONAL POINTS FOR WELFARE RECIPIENTS.**

2 (a) **IN GENERAL.**—Subchapter I of chapter 33 of title
3 5, United States Code, is amended by inserting after sec-
4 tion 3309 the following:

5 **“§ 3309a. Welfare recipients; examinations; addi-**
6 **tional points for**

7 “(a) For purposes of this section—

8 “(1) the term ‘welfare recipient’ means an indi-
9 vidual receiving any welfare benefit, including, in the
10 case of any welfare benefit furnished with respect to
11 a family, household, or other similar unit, individ-
12 uals identified in accordance with provisions which
13 shall be prescribed under subsection (e); and

14 “(2) the term ‘welfare benefit’ means any of the
15 following:

16 “(A) Assistance under a State program
17 funded under part A of title IV of the Social
18 Security Act.

19 “(B) Supplemental security income bene-
20 fits under title XVI of the Social Security Act.

21 “(C) Benefits under the food stamp pro-
22 gram (as defined in section 3(h) of the Food
23 Stamp Act of 1977.

24 “(D) Food assistance (including commod-
25 ities) distributed to low-income individuals

1 under any program for which Federal financial
2 assistance is provided.

3 “(E) Assistance provided under the Na-
4 tional School Lunch Act and the Child Nutri-
5 tion Act of 1966, including the special supple-
6 mental nutrition program for women, infants,
7 and children under section 17 of such Act.

8 “(F) Services for the benefit of low-income
9 individuals provided under any program for
10 which Federal financial assistance is provided.

11 “(G) Housing assistance under a program
12 administered by the Secretary of Housing and
13 Urban Development or the Secretary of Agri-
14 culture under which eligibility is determined
15 based on the income of the family applying (ex-
16 cluding assistance under any mortgage insur-
17 ance or loan guarantee program).

18 “(b) An individual who receives a passing grade in
19 an examination for entrance into the competitive service,
20 and, on the date of taking such examination or at any
21 time within the 14-day period immediately preceding such
22 date, is a welfare recipient, is entitled to 3 additional
23 points above the rating earned by such individual.

24 “(c) If, besides the additional points under subsection
25 (b), an individual would also be entitled to any number

1 of additional points (above the rating earned by such indi-
2 vidual) on the same examination under any other author-
3 ity, the additional points under subsection (b) shall be in
4 addition to the additional points to which such individual
5 would otherwise have been entitled if this section had not
6 been enacted.

7 "(d) Any entitlement of an individual to additional
8 points under subsection (b) in connection with a particular
9 examination shall terminate—

10 "(1) upon the termination of the individual's
11 entitlement to welfare benefits (or within such rea-
12 sonable period thereafter as may be provided for
13 under subsection (e)); or

14 "(2) if later, upon the expiration of the 12-
15 month period beginning on the date of the examina-
16 tion.

17 Paragraph (2) shall not apply if the welfare benefits are
18 terminated by reason of fraud or for other similar reasons.

19 "(e) The Office of Personnel Management shall pre-
20 scribe any regulations necessary to carry out this section.

21 Such regulations shall include provisions relating to—

22 "(1) how an individual may demonstrate that
23 such individual qualifies for being considered a wel-
24 fare recipient for purposes of this section; and

1 "(2) procedures under which the Office, an ap-
2 pointing authority, or another official or agency shall
3 be notified in the event of a termination of welfare
4 benefits."

5 (b) CLERICAL AMENDMENT.—The analysis for chap-
6 ter 33 of title 5, United States Code, is amended by insert-
7 ing after the item relating to section 3309 the following:
"3309a. Welfare recipients; examinations; additional points for."

8 (c) EFFECTIVE DATE.—The amendments made by
9 this section shall apply as soon as practicable, but in no
10 event later than with respect to examinations held after
11 the end of the 6-month period beginning on the date of
12 the enactment of this Act.

○

WR - govt hiring



Cynthia A. Rice

05/22/97 11:03:23 AM

Record Type: Record

To: Bruce N. Reed/OPD/EOP
cc: Elena Kagan/OPD/EOP, Diana Fortuna/OPD/EOP
Subject: Question re: POTUS statement on federal contractor hiring

The National Performance Review staff is finalizing today some materials on the federal hiring initiative and they want to know if they should add a new goal based on the President's remarks on Tuesday. I think they should not. Here's the issue:

On Tuesday, the President said:

"Now, in April, the Vice President and I announced that we would hire at least 10,000 welfare recipients in the next four years without replacing anybody, just through job turnover, in an area where we will expand employment, which I think is a pretty good thing in a federal government that's 300,000 people smaller than it was four years ago when I took office. We'll do 10,000. **And with the help of Secretary Slater and some of our other Cabinet Secretaries, we're going to work with our private contractors, the people that do direct business with us, to hire 10,000 more. And we believe we can do that.**"

His prepared speech had said "work with contractors to do the same" i.e. hire people from the welfare rolls.

National Performance Review says that the only contractor commitment they have is for 1,400 from Dept. of Defense contractors. Contractor hiring will be hard to track because they can't force contractors to report the numbers. They are willing to set the goal, though, but think we may have a hard time reporting a success later. What do you think?

They are finalizing some printed materials today and want to know whether or not to include the goal.


BR - agree - don't make any harder.

W2-get hiring

Jodie R. Torkelson

04/16/97 11:37:36 AM

Record Type: Record

To: Barry J. Toiv/WHO/EOP
cc: Elena Kagan/OPD/EOP, elaine c. kamarck/ovp @ ovp
Subject: Re: EOP welfare hires 

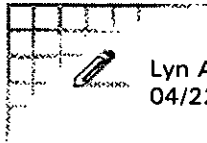
The number is currently 7 commitments:

- 3 in OMB - - 1 in OIRA, 1 in the Health Division, and 1 in Admin office
- 1 in OA - - - 1 in General Services Division
- 3 in WHO - - 1 in Correspondence, 1 in Public Liaison, and 1 in Domestic Policy - it's not OPD, it's a WH slot unless Elena knows something different

In addition, we have interest from ONDCP for a paralegal (if we can find a qualified welfare recipient).

I have no objection to stating that we now have 7 commitments and that offices are continuing to look at opportunities to hire welfare recipients as vacancies occur.

WR - suit hiring



Lyn A. Hogan
04/22/97 11:19:01 AM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Cynthia A. Rice/OPD/EOP

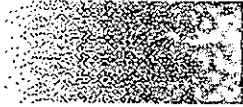
cc: Elena Kagan/OPD/EOP

Subject: Commerce Testimony on Federal Hiring

FYI, we are working on the discrepancy between what Sec. Daley said to NPR and the President at the Cabinet meeting re: the Census jobs and what the Census Bureau has actually put in its testimony for tomorrow's hearing.

It appears there was, and still is, an internal conflict between the Census Bureau and the Dept. of Commerce on what the jobs will look like, hence the differing information. The Commerce COS is handling this.

WR - gwt hiring



Barry J. Toiv

04/16/97 11:09:35 AM

Record Type: Record

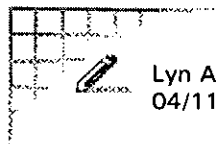
To: Jodie R. Torkelson/WHO/EOP, Elena Kagan/OPD/EOP, Elaine C. Kamarck/OVP @ OVP

cc:

Subject: EOP welfare hires

National Journal is asking about our welfare hires. We gave the number six, but if it's now more I'd like to be able to tell him that? Any objection from anybody? What is the number and will it stay there? And are the offices still OMB, OPD, Corr., OA? Any others?

WR -
swt living



Lyn A. Hogan
04/11/97 10:41:51 AM

Record Type: Record

To: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP, Cynthia A. Rice/OPD/EOP, Elaine C. Kamarck/OVP
@ OVP

cc:

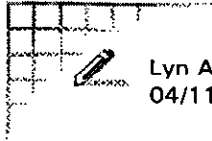
Subject: Westinghouse Hiring PAn

FYI,

I just met with two representatives from Westinghouse about hring welfare recipients. Westinghouse has several million in contracts with the Department of Energy and has told Sec. Pena that they want to be one of the major government contractors to help the Federal government with its hiring goals.]

I gave them a lot of detailed information on how to set up an in-house program and/or how to use intermediaries. They are going to come back in a couple of weeks for comments on a more detailed plan including how to do it and how many they can hire--and they may work with other large government contrators to encourage them to do the same.

Wp - gov living



Lyn A. Hogan
04/11/97 04:43:09 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP

cc: Elena Kagan/OPD/EOP, Cynthia A. Rice/OPD/EOP

Subject: Subsidized Employment and the Fed Gov

Bruce,

Cynthia asked me to respond to your question about whether or not the Federal government can use the subsidized job option under the new welfare law.

The short answer is no, not without legislative change.

The Federal government may not receive any unauthorized appropriations, whatever the form. If a federal agency temporarily hired a welfare recipient in the District or a state, that government agency would essentially have to invoice the state social service agency for the TANF and food stamp benefits to subsidize the employee's wage. This amounts to an unauthorized appropriation from a state, or the District, to the Federal government. Aside from the fact that this isn't legal, it also could raise political eyebrows because the states would be giving money to the Feds for this function. However, if legal, it would be no different than a state turning over the benefits to a private company.

We can allow the Fed Gov to receive subsidies by drafting some simple legislation that could be sent up separately, or as a rider to an appropriations bill.

Q&A on the White House Hiring Plan

Question: When will the White House actually begin hiring welfare recipients?

Answer: We hope to begin actual hiring by mid to late May. Before we are ready to hire we must complete position descriptions, put performance measures in place, and receive candidate referrals. Further, once we target those welfare recipients we plan to hire, they will still be subject to the standard short-term and long-term security screening all White House employees must undergo -- all of which take time.

Question: How does the White House plan compare to other agency plans?

Answer: We encouraged every agency to be creative and develop a plan suited to that agency's unique circumstances and needs. I think every agency did just that, resulting in a lot of very good plans. The White House plan is one such very good plan. Specifically, the White House plan is geared toward hiring welfare recipients and, while they are Federal employees, developing work skills that will carry them through a lifetime of employment. Further, the White House plan will offer its new employees and those who are managing them the support and training to help welfare recipients acclimate to their new work environment and remain in their jobs.

The seven welfare recipients the White House has committed to hiring is comparable to other agency hiring targets when compared to the percentage of each agency's workforce. For example, the Department of Transportation has committed to hiring 206 welfare recipients, the GSA 65 and DoD 1,605--but each is hiring approximately the same percent of its total Federal workforce.

Question: Did you work with Marriot to develop your plan and how does the White House plan compare to Marriot's hiring plan?

Answer: We talked to many people while developing our plan, including representatives from Marriot as well as three local social service agencies including that in the district of Columbia. Like Marriot's plan, which has been touted as a terrific private sector plan, the White House plan will offer job readiness, on-the-job training geared toward skills development, and the supports necessary to help keep former welfare recipients in their jobs.

Question: What type of jobs will the White House actually fill?

Answer: We are currently ready to recruit for seven existing positions, and we expect to target more positions over the coming months. Right now, we expect 1 welfare recipient to work for the Domestic Policy Council doing support work, 3 to work for the Office of Management and Budget primarily as student assistants hired

under the student hiring authority (these hires would likely be welfare recipients finishing high school or attending community college and must be at least 18 years old); 1 recipient in the Office of Administration to work in the mail room; 1 recipient in the Office Correspondence performing clerical work; and 1 in the office of Public Liaison, also to perform clerical work.

Question: How did the White House decide which offices would hire welfare recipients?

Answer: All of the White House offices surveyed where they have available and suitable positions and which offices would be able to provide the best support mechanisms to help the employees succeed at their jobs. The above offices have both available positions and staff to offer supervision and support.

Additional Welfare Q&As
4/10/97

Question: Having the federal government hire welfare recipients is all well and good, but what are you doing to fix the faults of the welfare bill, as you promised to do when you signed it last August?

Answer: I signed the welfare bill into law because it restores America's basic bargain of providing opportunity and demanding in return responsibility. The law also protects children by guaranteeing medical care and nutrition and by providing \$14 billion for child care.

The best evidence that welfare reform works is the fact that welfare rolls have declined 20 percent since I became President. The decline is in part due to the waivers I granted to 43 states to allow them to take the kinds of tough actions now allowed in the welfare law.

As I said when I signed the bill, I strongly oppose some of the budget cuts the Congressional leaders attached to the welfare reform bill, cuts that have nothing to do with welfare reform. My budget would correct these problems, restoring benefits to legal immigrants who become disabled after entering the U.S. and to children who are too young to naturalize. I would also put a real work requirement into the food stamp law which would help those who want to work but can't find jobs.

Question: You've released new numbers today showing the welfare caseloads declined by 2.8 million or 20 percent since you became President. If the welfare rolls have declined anyway, why did you need to sign the welfare bill?

Answer: The caseload reductions show why I signed the welfare law -- they're the best evidence that welfare reform works. As you know, my Administration granted welfare reform waivers to 43 states so they could impose tough work requirements and time limits and provide incentives that made work pay better than welfare. The caseload decline shows that these kinds of actions work. And now, governors no longer have to petition Washington to put them into effect. The welfare reform law imposes time limits and lets states design sanctions for those who don't work.

Question: Your charts show the federal government plans to hire 1,962 welfare recipients this year and 6,274 next year. What percent of federal jobs will welfare recipients get?

Answer: Last year, the federal government hired about 198,000 permanent and temporary workers. If hiring patterns stay the same, then in 1997, 1 percent of hires would be welfare recipients and in 1998, 3 percent of new hires would be welfare recipients.

Question: Are these jobs temporary or permanent? To what extent will agencies use the Worker Trainee program the President described in his March 8th radio address?

Answer: We did not ask the agencies to provide us with a breakdown of the hiring authorities they plan to use. But the agencies will be submitting reports from now on (monthly at first and then quarterly) that will provide us with more information as they begin hiring.

We asked agencies to use all existing hiring authorities. We expect many will hire welfare recipients into regular civil service jobs. The Census Bureau will be hiring lots of temporary workers during the next four years, as it does for every decennial Census, and it will include 4,000 welfare recipients among those workers. Third, some agencies will make use of the Worker Trainee program. The program, which has been in effect since 1968, allows agencies to quickly and easily hire entry-level persons for up to 3 years, with the ability to convert the appointment to career status if the employee has performed satisfactorily.

Q&A
The Federal Government Plan to Hire Welfare Recipients

Question: How many welfare recipients is the Federal government committed to hiring?

Answer: To date, the Cabinet agencies estimate they can directly hire into the Federal government 8,000 welfare recipients during the first two years of this program. And some agencies have already committed to hiring at least 2,000 more over the next two years bringing the initial total to 10,000. Further, most agencies will be encouraging their grantees and contractors to hire welfare recipients.

Question: Hiring a total of 10,000 welfare recipients over four years seems ambitious. Are these figures realistic?

Answer: This is an ambitious plan and it is a testament to the leadership and creativity of this Administration. However, you must remember that these numbers are preliminary estimates and may go up or down depending on future budgets as well as the success of agency outreach and retention plans, and other factors such as the strength of the economy.

Question: These numbers seem modest given the enormity of the problem. Why are they so skimpy?

Answer: Actually, these numbers represent what is essentially the Federal government's fair share of the effort to hire welfare recipients. The Federal government is approximately 1.5 percent of the nation's workforce. To meet its portion of the President's challenge to move 2 million people off of welfare by the year 2000-- which amounts to moving about 700,000 adults into the workforce -- the Federal government ought to hire about 10,000 welfare recipients. As you can see on the chart we've handed out, the Federal government has committed to hiring close to 8,000 welfare recipients in the first two years, and we fully expect that number to grow once agencies complete more surveying and have their programs fully operational.

Question: What sort of hires are included in the 10,000 figure?

Answer: All agencies have surveyed their existing hiring capacity and have reported available entry-level positions through all existing hiring capacities including the Worker-Trainee program the President encouraged them to use. The 10,000 number refers *only* to those who would be hired *directly* by the Federal government. Additionally, many of the agencies will be encouraging their grantees and contractors to hire welfare recipients, thereby further increasing the number of

recipients likely to be hired.

Question: What are the common elements of each plan?

Answer: While every agency plan is different, most plans address the following elements: Agency hiring capacity and available resources; plans for outreach to potential employees both within the Federal government and in the private for-profit and nonprofit sectors through government contractors and grantees; job preparation including formal training, job readiness and education; and plans to retain employees once hired including addressing child care and transportation issues, as well as using existing Employee Assistance Programs and creating mentoring or buddy programs to address personal issues that may arise.

Question: How are you going to hire welfare recipients at a time government is downsizing and budgets are tough?

Answer: It is true that the government has been downsizing. Since the President took office, he has actually shrunk the Federal government to its smallest size in three decades. However, downsizing does not mean that there are no jobs to fill. As in any organization, there is a natural amount of turnover in jobs at all levels. The Federal agencies have surveyed *current* vacancies and have committed to reaching out specifically to the welfare population to fill those positions.

Question: How many Federal employees are there and what percentage of the workforce does that represent?

Answer: There are 1.9 million Federal employees that account for 1.5% of the nation's workforce.

Question: How much will this effort cost?

Answer: This effort should not cost anything. All personnel offices conduct recruitment and outreach as part of their normal activities and build in these necessary activities as part of their normal budgets. Essentially, we are expecting agencies to carry this out within their existing budgets.

Question: Will agencies be hiring only in Washington, D.C.?

Answer: No. We're talking about jobs all over the country. More than 85 percent of federal jobs are located outside the Washington metropolitan area.

Question: The White House has over 1,500 employees. Why is the White House hiring only six recipients?

Answer: While this number might sound small, it is actually comparable to other agency hiring targets when compared to the percentage of each agency's workforce. For example, the Department of Transportation has committed to hiring 206 welfare recipients, the GSA 65 and DoD 1,605--but each is hiring approximately the same percent of its total Federal employees.

Further, the White House is ready to hire six welfare recipients now. Once the White House program is in place and the initial six are hired, we expect to continue to hire more over the coming years.

Question: In which departments will the White House place the first six welfare recipients?

Answer: One of the first welfare recipients will be placed in the Domestic Policy Council, the agency primarily responsible for welfare reform. Others will be placed through the Executive Office of the President.

Question: Aren't you favoring welfare recipients over everyone else?

Answer: We are not creating any preference such as the one that exists for veterans. We are encouraging the departments to use an existing hiring authorities, including programs that allow departments to cut through red tape and hire entry-level workers quickly and easily. We are also encouraging outreach efforts. This is the same commitment that the President has asked of the private sector.

Question: Why are we specifically helping welfare recipients rather than other poor people?

Answer: We make no apologies about the fact that we are asking the agencies to hire needy single mothers with children. These are the people whom it is most crucial to reach and put on the track of work. We want to help these families move from dependence on welfare to independence through self-sufficiency.

Question: Now that the agencies have turned in their plans, what are the next steps?

Answer: Agencies will begin working right away to fill available jobs by reaching out to welfare recipients to notify them of those jobs, and to fully use the existing programs to help recipients take *and keep* the jobs.

Question: Why did it take the Administration so long to get its hiring program off the ground?

Answer: The Federal hiring process has lots of complex rules and regulations and it took some time to figure out the best ways for agencies to hire entry-level people quickly and easily. We are thrilled that so many of the agencies presented us with

creative and ambitious plans that show their commitment and leadership to the pressing issue of moving welfare recipients permanently into the workforce.

Question: Does the President think federal government hiring is the way to reform welfare?

Answer: The Federal government's role is an important one, but it is only part of the formula for success. The President wants the Federal government to do exactly what he has asked the private sector to do -- help meet his challenge to move 2 million people off the welfare rolls by the year 2000, and to *continue* to move recipients into work thereafter. The President is extremely pleased that all of his Cabinet Secretaries and other agency and department heads have responded so enthusiastically.

Question: What can you tell me about the meeting the President is planning with business leaders in May?

Answer: As you know, the President has met several times with key business leaders to discuss their role in making welfare reform a success. Most recently, the President met with 14 CEOs of major corporations, each of whom pledged to become involved in this effort. Now, this May, the President will again meet with many of those CEOs as well as 25 additional CEOs to talk about their specific commitments to the welfare to work effort.

Question: Nearly half of the total hiring figures you've cited for all Cabinet agencies come from the Department of Commerce's commitment to hire 4,000 people to help with the Census. Don't these temporary hires artificially inflate your numbers?

Answer: We are extremely pleased that the Department of Commerce has committed to hiring so many people over the next four years to do work on the 2000 Census. Most of these jobs will last up to six months while some will last up to one year. There will also be options for some of the individuals to be converted to permanent employment. However, as you know, every job is significant because whether it is short term or long term, a job offers a welfare recipient valuable work experience and on-the-job training that can help her achieve permanency in the labor market. Further, even without the Census numbers, the Cabinet Secretaries' numbers are extremely significant and only represent a start. Once agency programs are up and running, we will likely see the numbers continue to rise.

Welfare to Work Cabinet Meeting
The White House, Cabinet Room
1:30 p.m.-2:30 p.m.
April 10, 1997

Announcement

Today, President Clinton holds the first full cabinet meeting of his second term to receive responses to his March 8, 1997 directive asking all Federal agencies to develop plans to hire welfare recipients. All of the Cabinet agencies, as well as over 100 non-Cabinet agencies and departments, have submitted hiring plans to the President through the Office of the Vice President. To date, the Cabinet agencies estimate they can directly hire into the Federal government 8,000 welfare recipients during the first two years of this program. And some agencies have already committed to hiring at least 2,000 more over the next two years bringing the initial total to 10,000. Further, most agencies will be encouraging their grantees and contractors to hire welfare recipients.

The President is also releasing today new data showing that welfare caseloads have declined by 2,755,000 or 20 percent during his first term and he is announcing plans to meet in May with a large group of corporate CEOs to discuss their specific commitments to make the welfare reform effort a success.

Background

On March 8, 1997, President Clinton directed each head of a Federal agency or department to use all available hiring authorities to hire and retain welfare recipients in jobs in the government. The President called for agencies to prepare individualized plans for hiring and retaining welfare recipients.

Each head of a Federal agency or department was asked to assess its hiring capacity and to develop a hiring and job retention plan suited to that particular agency's workforce, resources, and needs. All Cabinet agencies and over 100 non-Cabinet agencies and departments have responded.

Since signing the historic welfare reform law, the President has urged businesses, non-profit organizations, and religious groups across the nation to help make its promise of opportunity real by offering jobs to welfare recipients. In today holding a special Cabinet meeting to discuss the hiring plans of all agencies, the President helps to ensure that the federal government, as the nation's largest employer, does its fair share to move welfare recipients to work.

Making Welfare Reform Work

The Federal government hiring effort is only one piece of President Clinton's larger strategy to make welfare reform a reality. First, the President is visiting state legislatures to share the country's best welfare to work practices and to encourage every state to rise to the challenge he has laid out to them. Second, the President has enlisted key members of the business community in his effort, soliciting pledges of help from major CEOs and working to build a larger network of business people who will hire welfare recipients. Third, he continues to reach out to nonprofits and the faith community, similarly urging them to meet his challenge and offering them information and expertise on how to do so. Finally, the President has included \$3.6 billion in his FY 1998 budget for several welfare to work initiatives including tax credits and other incentives for businesses that hire people off welfare; incentives for states and communities to create more jobs for welfare recipients; and transportation and child care to help people go to work.

Facts and Figures

Federal Government Employees

- There are 1.9 million Federal employees nationwide
- Federal employees represent 1.5% of this country's workforce
- Last year, the federal government hired over 190,000 permanent and temporary workers.
- There are 1,513 employees in the Executive Office of the President -- a number including all employees of the Office of Management and Budget, the US Trade Representative, the National Security Council, the Domestic Policy Council, the National Economic Council, and others

Additional Hiring Power In the U.S.

- There are 826,000 U.S. businesses with more than 20 employees
- There are 1.1 million nonprofit organizations (not including congregations).
- There are 135,119 congregations with more than 200 members and 205,583 congregations with more than 100 members.

The Welfare Rolls

- There are 20 percent *fewer* people on welfare than the day the President took his first oath of office -- the largest decline in the history of the welfare system.
- The welfare caseload fell by 2,755,000 from 14,115,000 in January 1993 to 11,360,000 in January 1997, decreasing as much in the last four years as it increased in the first 25 years of the program.
- Before the President signed the welfare reform bill, he worked with states to test reform strategies, giving 43 states waivers from federal rules to experiment with reforms that required work, imposed time limits, and demanded personal responsibility. In 1993, the President made work pay better than welfare for 15 million low income families through an expansion of the Earned Income Tax Credit which he proposed and the Congress adopted.

WELFARE TO WORK: FEDERAL GOVERNMENT COMMITMENTS

BY AGENCY

April 10, 1997

Agency	Total Number of Potential Hires (FY97-00)	FY97	FY98	FY99	FY00	Total Federal Civilian Employment
USDA	450	100	175	175	TBD	96,741
Commerce	4,180	180	4,000	TBD	TBD	34,228
Defense	1,605	248	505	505	347	769,784
Education	21	21	TBD	TBD	TBD	4,496
Energy	55	0	55	TBD	TBD	17,494
EOP	6	6	TBD	TBD	TBD	1,513
EPA	120	60	30	15	15	17,157
FEMA	125	20	35	35	35	5,044
GSA	121	65	35	15	6	14,435
HHS	300	50	100	TBD	TBD	58,427
HUD	200	50	50	50	50	11,242
Interior	325	50	75	90	110	64,840
Justice	450	100	175	175	TBD	111,535
Labor	120	50	70	TBD	TBD	15,116
NASA	40	0	22	6	12	20,440
OPM	25	25	TBD	TBD	TBD	3,344
SBA	120	30	30	30	30	4,513
SSA	600	150	150	150	150	66,177
State	220	55	55	55	55	23,982
Transportation	206	102	107	TBD	TBD	62,642
Treasury	405	200	205	TBD	TBD	151,176
VA	800	400	400	TBD	TBD	244,857
TOTAL	10,494	1,962	6,274	1,301	810	1,799,183

April 9, 1997

WELFARE CABINET MEETING

DATE: April 10, 1997
LOCATION: Cabinet Room
TIME: 1:30 p.m. – 2:30 p.m.
FROM: Kitty Higgins
Elaine Kamarck
Bruce Reed

I. PURPOSE

You will hold the first full Cabinet meeting of your second term to receive responses to your March 8, 1997 directive asking all federal agencies to develop plans to hire welfare recipients. All of the Cabinet agencies as well as over 100 non-Cabinet agencies and departments have submitted hiring plans through the Office of the Vice President. To date, the Cabinet agencies estimate they can directly hire into the Federal government 8,000 welfare recipients during the first two years of this program. And some agencies have already committed to hiring at least 2,000 more over the next two years bringing the initial total to 10,000. Further, most agencies will encourage their grantees and contractors to hire welfare recipients. You will introduce two Social Security Administration workers who are former welfare recipients and congratulate them on their success. Information on these women is provided below.

During your remarks at the top of the meeting, you will also release new data showing that welfare caseloads have declined nationally by 2,755,000, or 20 percent, during your first term. You will announce plans to meet in May with a large group of corporate CEOs to discuss their specific commitments to make the welfare reform effort a success.

II. BACKGROUND

Following is information on the former welfare recipients you reference in your remarks:

Rebecca Rae Wilson of Clinton, Iowa. Rebecca is a single mother of two, who was on welfare while attending Clinton Community College. Last year, she got a part-time job as a clerk with her local Social Security office, which enabled her to leave welfare while she finished school. With her supervisor's encouragement, she's now on her way to a business degree -- she just got a raise and a promotion two days ago -- and she's been offered a permanent job with the Social Security Administration after she graduates.

Tonya JoAnn Graham of Plainview, Texas. Tonya had a child at age 16, and went on welfare while attending college part-time. She found out about a job at the Social Security Administration in 1989 through a college professor, dropped off welfare the month she was hired, finished her degree and is now working full-time as a Social Security claims representative.

After the press pool leaves you will welcome the Cabinet and proceed with a closed meeting. *Please see separate binder for agenda and background materials.*

III PARTICIPANTS

Pre-brief participants :

The Vice President
Kitty Higgins
Sylvia Mathews
John Podesta
Bruce Reed
Don Baer
Ann Lewis
Elaine Kamarck
Eli Attie

Event participants :

YOU
The Vice President
Members of the Cabinet
Tonya Jo Ann Graham (former welfare recipient)
Rebecca Rae Wilson (former welfare recipient)

IV. PRESS PLAN

Pool Spray at top of meeting.

V. SEQUENCE OF EVENTS

YOU will greet two former welfare recipients in the Oval Office and later reference them in your remarks.

YOU and the Vice President enter the Cabinet Room accompanied by two SSA employees who are former welfare recipients and proceed to podium behind your normal seat.

YOU make remarks and turn to the Vice President for remarks.

Q&A

The Federal Government Plan to Hire Welfare Recipients

Question: Hiring XXX welfare recipients [over four years] seems ambitious. Are these figures realistic?

Is this how we're packaging it?

Answer: This is an ambitious plan and it is a testament to the leadership and creativity of this Administration. However, you must remember that these numbers are preliminary estimates and may go up or down depending on future budgets as well as the success of agency outreach and retention plans, and other factors such as the strength of the economy.

How about a question to the effect that the numbers seem skimpy?

Question: Why have some agencies set specific numerical targets while others have not?

Answer: The directive asked agency and department heads to each prepare an individualized plan for hiring welfare recipients that included a survey of where jobs exist within each agency. Some agencies have set target numbers as motivating devices. Others have decided that it is too early in this stage of the process to set numbers and have, instead, developed extensive outreach and recruiting plans.

?

Isn't everybody now going to?

Question: What sort of hires are included in the XXX figure?

Answer: All agencies have surveyed their existing hiring capacity and have reported available entry-level positions through all existing hiring capacities including the Worker-Trainee program the President encouraged them to use. The XXX number refers *only* to those who would be hired *directly* by the Federal government. Additionally, many of the agencies will be encouraging their grantees and contractors to hire welfare recipients, thereby further increasing the number of recipients likely to be hired.

Question: What are the common elements of each plan?

Answer: While every agency plan is different, most plans address the following elements: Agency hiring capacity and available resources; plans for outreach to potential employees both within the Federal government and in the private for-profit and nonprofit sectors through government contractors and grantees; job preparation including formal training, job readiness and education; and plans to retain employees once hired including addressing child care and transportation issues, as well as using existing Employee Assistance Programs and creating mentoring or buddy programs to address personal issues that may arise.

Question: How are you going to hire welfare recipients at a time government is downsizing and budgets are tough?

Answer: It is true that the government has been downsizing. Since the President took office, he has actually reduced the White House workforce by XXX%. Other agencies have similarly reduced their workforces. However, downsizing does not mean that there are no jobs to fill. As in any organization, there is a natural amount of turnover in jobs at all levels. The Federal agencies have surveyed *current* vacancies and have committed to reaching out specifically to the welfare population to fill those positions.

Question: How many Federal employers are there and what percentage of the workforce does that represent?

Answer: There are 1.9 million Federal employees that account for 1.5% of the nation's workforce.

Question: How much will this effort cost?

Answer: This effort should not cost anything. All personnel offices conduct recruitment and outreach as part of their normal activities and build in these necessary activities as part of their normal budgets. Essentially, we are expecting agencies to carry this out within their existing budgets.

Question: Will agencies be hiring only in Washington, D.C.?

Answer: No. We're talking about jobs all over the country. More than 85 percent of federal jobs are located outside the Washington metropolitan area.

Question: The White House has over 1,500 employees. Why is the White House hiring only six recipients?

Answer: The White House is ready to hire six welfare recipients now. Once the White House program is in place and the initial six are hired, we expect to continue to hire more over the coming years.

Question: In which departments will the White House place the first six welfare recipients?

Answer: One of the first welfare recipients will be placed in the Domestic Policy Council, the agency primarily responsible for welfare reform. Others will be placed through the Executive Office of the President.

Question: Aren't you favoring welfare recipients over everyone else?

Answer: We are not creating any preference such as the one that exists for veterans. We are encouraging the departments to use an existing hiring authority that allows departments to cut through red tape and hire entry-level workers quickly and easily. We are also encouraging outreach efforts. This is the same commitment that the President has asked of the private sector.

Can we make this sharper - perhaps by engaging our Page to what we're asking others to do?

Yes, including programs

Question: Why are we specifically helping welfare recipients rather than other poor people?

Answer: We make no apologies about the fact that we are asking the agencies to hire needy single mothers with children. These are the people whom it is most crucial to reach and put on the track of work. We want to help these families move from dependence on welfare to independence through self-sufficiency.

Question: Now that the agencies have turned in their plans, what are the next steps?

Answer: Agencies will begin working right away to fill available jobs by reaching out to welfare recipients to notify them of those jobs, and to fully use the existing programs to help recipients take *and keep* the jobs.

Question: Why did it take the Administration so long to get its hiring program off the ground?

Answer: The Federal hiring process ^{has to be} is full of complex rules and regulations, ^{and it took some time} We sat down and looked at all of these rules to find the best way through them. We discovered ~~an existing track of hiring authority~~ -- The Worker Trainee Program -- that would allow agencies to hire entry-level people quickly and easily, ~~without all the usual hurdles~~. Additionally, we have encouraged the agencies to use other existing hiring authorities to tap into this labor pool. We are thrilled that so many of the agencies presented us with creative and ambitious plans that show their commitment and leadership to the pressing issue of moving welfare recipients permanently into the workforce.

to figure out the best ways to

Question: Does the President think federal government hiring is the way to reform welfare?

Answer: The Federal government's role ^{wants} is an important one, ^{it} but is only part of the formula for success. The President would like the Federal government to do what he has asked ^{exactly} of the private for-profit and nonprofit sectors as well as the faith community ^{to do} -- to help meet his challenge to move 2 million people off the welfare rolls by the year 2000, and to *continue* to move recipients into work thereafter. The President is extremely pleased that all of his Cabinet Secretaries and other agency and department heads responses ^{ally} have been so enthusiastic. ^{responded}

Question: What can you tell me about the meeting the President is planning with business leaders in May?

Answer: As you know, the President has met several times with key business leaders to discuss their role in making welfare reform a success. Most recently, the President met with 14 CEOs of major corporations, each of whom pledged to

become involved in this effort. Now, this May, the President will again meet with many of those ~~initial~~ CEOs as well as 25 additional CEOs to talk about their specific commitments to the welfare to work effort.

Question: Nearly half of the total hiring figures ^{1/2} you've cited for all Cabinet agencies come from the Department of Commerce, specifically ~~4,000 hires~~ ^{temporarily} attributed to the coming Census. Don't the Census hires really artificially inflate your numbers?

Answer: We are extremely pleased that the Department of Commerce has ~~been able to~~ ^{to} commit to ^{hiring} so many hires ^{people} over the next four years. ~~As you point out, many of those jobs will be created over the coming year as a result of hiring needs to complete the 2000 census.~~ ^{temporarily} Some of those jobs will be temporary or part-time in nature, while others could turn into long term employment. ~~However, as you know, every job is significant because whether it is short term or long term, a job offers a welfare recipient valuable work experience and on the job training that can help her achieve permanency in the labor market. Further, even without the census numbers, the Cabinet Secretaries' numbers are extremely significant and only represent a start. Once agency programs are up and running, we will likely see the numbers continue to rise.~~ ^{to do work}

Commitment to hire 4,000 people to help with the census

how??
usually how long?

Welfare to Work Cabinet Meeting
The White House
Cabinet Room
1:30 p.m.-2:30 p.m.
April 10, 1997

Announcement

Today, President Clinton holds the first full cabinet meeting of his second term to receive responses to his March 8, 1997 directive asking all Federal agencies to develop plans to hire welfare recipients. All of the Cabinet agencies as well as over 100 non-Cabinet agencies and departments have submitted hiring plans to the President through the Office of the Vice President. To date, the Cabinet agencies estimate they can directly hire a combined total of XXX welfare recipients into the Federal government over a four year period in positions around the nation. Further, most agencies will be encouraging their grantees and contractors to hire welfare recipients.

Is this the way we're packaging it?

The President is also releasing today new data showing that welfare caseloads have declined by 2,755,000 or 20 percent during his first term and he is announcing plans to meet in May with a large group of corporate CEOs to discuss their specific commitments to make the welfare reform effort a success.

Background

On March 8, 1997, President Clinton directed each head of a Federal agency or department to use all available hiring authorities to hire and retain welfare recipients in jobs in the government. The President called for agencies to prepare individualized plans for hiring welfare recipients and asked the agencies to explore and report on ways to help low-income employees gain access to the Earned-Income Tax Credit (EITC), transportation subsidies, and affordable child care.

Do we want to say this? How we don't really have anything to say. I'd delete.

Each head of a Federal agency or department was asked to assess its hiring capacity and to develop a hiring and job retention plan suited to that particular agency's workforce, resources, and needs. All Cabinet agencies and over 100 non-Cabinet agencies and departments have responded.

In today's holding a special cabinet meeting to discuss the hiring plans of all agencies,

Since signing the historic welfare reform law, the President has urged businesses, non-profit organizations, and religious groups across the nation to help make its promise of opportunity real by offering jobs to welfare recipients. ~~By taking this action,~~ the President ensures that the federal government, as the nation's largest employer, does its fair share to move welfare recipients to work.

The Clinton Strategy *Making Welfare Reform Work*

helps to

The Federal government hiring effort is only one piece of President Clinton's larger strategy to make welfare reform a reality. First, the President is visiting state legislatures to share the country's best welfare to work practices and to encourage every state to rise to the challenge he has laid out to them. Second, the President has enlisted key members of the business community in his effort, soliciting pledges of help from Sprint, Monsanto, UPS, Burger King, United Airlines, and others. Third, he continues to reach out to nonprofits and the faith community, similarly urging them to meet his challenge and offering them information and expertise on how to do so. Finally, the President has included money in his FY 1998 budget for several welfare to work initiatives including tax credits and other incentives for businesses that hire people off welfare; incentives for job placement firms and states to create more jobs for welfare recipients; and training, transportation, and child care to help people go to work.

Do we want to keep naming these? Can't we say some thing that previews the Eli deal?

say how much

Facts and Figures

Federal Government Employees

- There are 1.9 million Federal employees nationwide
- Federal employees represent 1.5% of this country's workforce
- Last year, the federal government hired over 190,000 permanent and temporary workers.
- There are 1,513 employees in the Executive Office of the President -- a number including all employees of the Office of Management and Budget, the US Trade Representative, the National Security Council, the Domestic Policy Council, the National Economic Council, and others

Hiring Power In the U.S.

- There are 826,000 U.S. businesses with more than 20 employees
- There are 1.1 million nonprofit organizations (not including congregations).
- There are 135,119 congregations with more than 200 members and 205,583 congregations with more than 100 members.

The Welfare Rolls

- There are 20 percent *fewer* people on welfare than the day the President took his first oath of office -- the largest decline in the history of the welfare system. The welfare caseload fell by 2,755,000 from 14,115,000 in January 1993 to 11,360,000 in January 1997.
- Before the President signed the welfare reform bill, he worked with states to test reform strategies, giving 43 states waivers from federal rules to experiment with reforms that required work, imposed time limits, and demanded personal responsibility. In 1993, the President made work pay better than welfare for 15 million low income families through an expansion of the Earned Income Tax Credit which he proposed and the Congress adopted.

The caseload decreased as much in the last four years as it increased in the first 25 years of the AFDC program.

Q&A
The Federal Government Plan to Hire Welfare Recipients

Question: How many welfare recipients is the Federal government comitted to hiring?

Answer: To date, the Cabinet agencies estimate they can directly hire into the Federal government 8,000 welfare recipients during the first two years of this program. And some agencies have already committed to hiring at least 2,000 more over the next two years bringing the initial total to 10,000. Further, most agencies will be encouraging their grantees and contractors to hire welfare recipients.

Question: Hiring a total of 10,000 welfare recipients over four years seems ambitious. Are these figures realistic?

Answer: This is an ambitious plan and it is a testament to the leadership and creativity of this Administration. However, you must remember that these numbers are preliminary estimates and may go up or down depending on future budgets as well as the success of agency outreach and retention plans, and other factors such as the strength of the economy.

Question: These numbers seem modest given the enormity of the problem. Why are they so skimpy?

Answer: Actually, these numbers represent what is essentially the Federal government's fair share of the effort to hire welfare recipients. The Federal government is approximately 1.5 percent of the nation's workforce. To meet its portion of the President's challenge to move 2 million people off of welfare by the year 2000-- which amounts to moving about 700,000 adults into the workforce -- the Federal government ought to hire about 10,000 welfare recipients. As you can see on the chart we've handed out, the Federal government has committed to hiring close to 8,000 welfare recipients in the first two years, and we fully expect that number to grow once agencies complete more surveying and have their programs fully operational.

Question: What sort of hires are included in the 10,000 figure?

Answer: All agencies have surveyed their existing hiring capacity and have reported available entry-level positions through all existing hiring capacities including the Worker-Trainee program the President encouraged them to use. The 10,000 number refers *only* to those who would be hired *directly* by the Federal government. Additionally, many of the agencies will be encouraging their grantees and contractors to hire welfare recipients, thereby further increasing the

number of recipients likely to be hired.

Question: What are the common elements of each plan?

Answer: While every agency plan is different, most plans address the following elements: Agency hiring capacity and available resources; plans for outreach to potential employees both within the Federal government and in the private for-profit and nonprofit sectors through government contractors and grantees; job preparation including formal training, job readiness and education; and plans to retain employees once hired including addressing child care and transportation issues, as well as using existing Employee Assistance Programs and creating mentoring or buddy programs to address personal issues that may arise.

Question: How are you going to hire welfare recipients at a time government is downsizing and budgets are tough?

Answer: It is true that the government has been downsizing. Since the President took office, he has actually shrunk the Federal government to its smallest size in three decades. However, downsizing does not mean that there are no jobs to fill. As in any organization, there is a natural amount of turnover in jobs at all levels. The Federal agencies have surveyed *current* vacancies and have committed to reaching out specifically to the welfare population to fill those positions.

Question: How many Federal employees are there and what percentage of the workforce does that represent?

Answer: There are 1.9 million Federal employees that account for 1.5% of the nation's workforce.

Question: How much will this effort cost?

Answer: This effort should not cost anything. All personnel offices conduct recruitment and outreach as part of their normal activities and build in these necessary activities as part of their normal budgets. Essentially, we are expecting agencies to carry this out within their existing budgets.

Question: Will agencies be hiring only in Washington, D.C.?

Answer: No. We're talking about jobs all over the country. More than 85 percent of federal jobs are located outside the Washington metropolitan area.

Question: The White House has over 1,500 employees. Why is the White House hiring only six recipients?

Answer: While this number might sound small, it is actually comparable to other agency hiring targets when compared to the percentage of each agency's workforce. For example, the Department of Transportation has committed to hiring 206 welfare recipients, the GSA 65 and DoD 1,605--but each is hiring approximately the same percent of its total Federal employees.

Further, the White House is ready to hire six welfare recipients now. Once the White House program is in place and the initial six are hired, we expect to continue to hire more over the coming years.

Question: In which departments will the White House place the first six welfare recipients?

Answer: One of the first welfare recipients will be placed in the Domestic Policy Council, the agency primarily responsible for welfare reform. Others will be placed through the Executive Office of the President.

Question: Aren't you favoring welfare recipients over everyone else?

Answer: We are not creating any preference such as the one that exists for veterans. We are encouraging the departments to use an existing hiring authorities, including programs that allow departments to cut through red tape and hire entry-level workers quickly and easily. We are also encouraging outreach efforts. This is the same commitment that the President has asked of the private sector.

Question: Why are we specifically helping welfare recipients rather than other poor people?

Answer: We make no apologies about the fact that we are asking the agencies to hire needy single mothers with children. These are the people whom it is most crucial to reach and put on the track of work. We want to help these families move from dependence on welfare to independence through self-sufficiency.

Question: Now that the agencies have turned in their plans, what are the next steps?

Answer: Agencies will begin working right away to fill available jobs by reaching out to welfare recipients to notify them of those jobs, and to fully use the existing programs to help recipients take *and keep* the jobs.

Question: Why did it take the Administration so long to get its hiring program off the ground?

Answer: The Federal hiring process has lots of complex rules and regulations and it took some time to figure out the best ways for agencies to hire entry-level people quickly and easily. We are thrilled that so many of the agencies presented us with

creative and ambitious plans that show their commitment and leadership to the pressing issue of moving welfare recipients permanently into the workforce.

Question: Does the President think federal government hiring is the way to reform welfare?

Answer: The Federal government's role is an important one, but it is only part of the formula for success. The President wants the Federal government to do exactly what he has asked the private sector to do -- help meet his challenge to move 2 million people off the welfare rolls by the year 2000, and to *continue* to move recipients into work thereafter. The President is extremely pleased that all of his Cabinet Secretaries and other agency and department heads have response so enthusiastically.

Question: What can you tell me about the meeting the President is planning with business leaders in May?

Answer: As you know, the President has met several times with key business leaders to discuss their role in making welfare reform a success. Most recently, the President met with 14 CEOs of major corporations, each of whom pledged to become involved in this effort. Now, this May, the President will again meet with many of those CEOs as well as 25 additional CEOs to talk about their specific commitments to the welfare to work effort.

Question: Nearly half of the total hiring figures you've cited for all Cabinet agencies come from the Department of Commerce's commitment to hire 4,000 people to help with the Census. Don't these temporary hires artificially inflate your numbers?

Answer: We are extremely pleased that the Department of Commerce has committed to hiring so many people over the next four years to do work on the 2000 Census. Most of these jobs will last up to six months while some will last up to one year. There will also be options for some of the individuals to be converted to permanent employment. However, as you know, every job is significant because whether it is short term or long term, a job offers a welfare recipient valuable work experience and on-the-job training that can help her achieve permanency in the labor market. Further, even without the Census numbers, the Cabinet Secretaries' numbers are extremely significant and only represent a start. Once agency programs are up and running, we will likely see the numbers continue to rise.

WR - just hiring

April 9, 1997

WELFARE CABINET MEETING

DATE: April 10, 1997
LOCATION: Cabinet Room
TIME: 1:30 p.m. - 2:30 p.m.
FROM: Kitty Higgins
Elaine Kamarck
Bruce Reed

I. PURPOSE

You will hold the first full Cabinet meeting of your second term to receive responses to your March 8, 1997 directive asking all federal agencies to develop plans to hire welfare recipients. All of the Cabinet agencies as well as over 100 non-Cabinet agencies and departments have submitted hiring plans through the Office of the Vice President. To date, the Cabinet agencies estimate they can directly hire into the Federal government 8,000 welfare recipients during the first two years of this program. And some agencies have already committed to hiring at least 2,000 more over the next two years bringing the initial total to 10,000. Further, most agencies will encourage their grantees and contractors to hire welfare recipients. You will introduce two Social Security Administration workers who are former welfare recipients and congratulate them on their success. Information on these women is provided below.

During your remarks at the top of the meeting, you will also release new data showing that welfare caseloads have declined nationally by 2,755,000, or 20 percent, during your first term. You will announce plans to meet in May with a large group of corporate CEOs to discuss their specific commitments to make the welfare reform effort a success.

II. BACKGROUND

Following is information on the former welfare recipients you reference in your remarks:

Rebecca Rae Wilson of Clinton, Iowa. Rebecca is a single mother of two, who was on welfare while attending Clinton Community College. Last year, she got a part-time job as a clerk with her local Social Security office, which enabled her to leave welfare while she finished school. With her supervisor's encouragement, she's now on her way to a business degree -- she just got a raise and a promotion two days ago -- and she's been offered a permanent job with the Social Security Administration after she graduates.

Tonya JoAnn Graham of Plainview, Texas. Tonya had a child at age 16, and went on welfare while attending college part-time. She found out about a job at the Social Security Administration in 1989 through a college professor, dropped off welfare the month she was hired, finished her degree and is now working full-time as a Social Security claims representative.

After the press pool leaves you will welcome the Cabinet and proceed with a closed meeting. *Please see separate binder for agenda and background materials.*

III PARTICIPANTS

Pre-brief participants:

The Vice President
Kitty Higgins
Sylvia Mathews
John Podesta
Bruce Reed
Don Baer
Ann Lewis
Elaine Kamarck
Eli Attie

Event participants:

YOU
The Vice President
Members of the Cabinet
Tonya Jo Ann Graham (former welfare recipient)
Rebecca Rae Wilson (former welfare recipient)

IV. PRESS PLAN

Pool Spray at top of meeting.

V. SEQUENCE OF EVENTS

YOU will greet two former welfare recipients in the Oval Office and later reference them in your remarks.

YOU and the Vice President enter the Cabinet Room accompanied by two SSA employees who are former welfare recipients and proceed to podium behind your normal seat.

YOU make remarks and turn to the Vice President for remarks.

The Vice President makes remarks.

(Pool Spray exits)

YOU welcome the Cabinet.

YOU turn to Frank Raines to give an update on the status of budget negotiations (Frank Raines may have already left for budget negotiations on the Hill).

Frank Raines turns to the Vice President to continue and chair the meeting.

VI. REMARKS

To be provided by speech writing.

WELFARE TO WORK: FEDERAL GOVERNMENT COMMITMENTS BY AGENCY
April 10, 1997

Agency	Total Number of Federal Hires (FY97-00)	Total Federal Civilian Employment	Federal Hires as Percent of Total Federal Employees
USDA	450	96,741	0.47%
Commerce	4,180	34,228	12.21%
Defense	1,605	769,784	0.21%
Education	21	4,496	0.47%
Energy	55	17,494	0.31%
EOP	6	1,513	0.40%
EPA	120	17,157	0.70%
FEMA	125	5,044	2.48%
GSA	121	14,435	0.84%
HHS	300	58,427	0.51%
HUD	200	11,242	1.78%
Interior	325	64,840	0.50%
Justice	450	111,535	0.40%
Labor	120	15,116	0.79%
NASA	40	20,440	0.20%
OPM	25	3,344	0.75%
SBA	120	4,513	2.66%
SSA	600	66,177	0.91%
State	220	23,982	0.92%
Transportation	206	62,642	0.33%
Treasury	TBD	151,176	TBD
VA	800	244,857	0.33%
TOTAL	10,089	1,799,183	0.28

INITIAL FEDERAL COMMITMENTS BY FISCAL YEAR

FY97	FY98	FY99	FY00
1,762	6,069	1,301	810

*who-hired 2 to a group of last yr's hires
 most perm, other than con
 2065?*

003
 WFL-govt hiring

NATIONAL PERFORMANCE REV

MAY 11 1997 FAX 4020320390