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UNITED STATES GENERAL ACCOUNTING OFFICE

WASHINGTON, D.C. 20548

OCT 7 1971

CIVIL DIVISION

Dear Mr. Zarb:

We have recently completed a survey in the Southern California area of the Public Service Careers Program (PSC), which was directed toward examining into whether PSC was increasing the job opportunities for disadvantaged persons to obtain permanent employment in public agencies. PSC was to provide funds to enable public agencies to restructure their job requirements and to identify and eliminate unrealistic prerequisites for employment.

We noted a number of problems which appeared to limit the effectiveness of PSC. These were:

- potential public employers accepted PSC with less enthusiasm than expected because (1) of the downturn in the economy, (2) some of their agencies believed that the program did not provide enough financial incentive for them to participate, (3) some agencies were reluctant to change established employee selection procedures and requirements for jobs.
- the Department of Labor had not fully explored the interest of all large potential sponsoring organizations for participation in the program.
- participation was lower than anticipated because of the inability of sponsors to accomplish the restructuring of jobs and remove unnecessary testing requirements within the specified 13 week period.
- sponsors' contracts were being renewed even though their past performance did not meet prior contractual requirements.

We also noted that the PSC management information system was not providing accurate and complete data on the achievements of individual projects and plans.

The Acting Chief, Division of Public Career Programs, Manpower Administration informed us in August 1971 that consideration was being given to coordinating PSC activities with those of the Public Employment Program (PEP) initiated under the recently enacted Emergency Employment Act of 1971. Because the proposed coordination may help to alleviate these problems, and because we have already started a detailed review of PEP, we have decided to defer further review work of PSC.

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We wish to acknowledge the cooperation given our representatives during the survey and would appreciate being advised of the action taken or planned on matters discussed in this letter.

Sincerely yours,

Henry Eschwege

Henry Eschwege
Associate Director

The Honorable Frank Zarb
Assistant Secretary for Administration
Department of Labor

cc: Secretary of Labor
Assistant Secretary of Labor
for Manpower
Manpower Administrator
Deputy Manpower Administrator
Mr. David Williams, MA
Mr. Edward McVeigh, OASA
Mr. Edgar Dye, OASA
Mr. Wayland Coe, OASA