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UNITED STATES GENERAL ACCOUNTING OFFICE
WASHINGTON, D.C. 20548

HUMAN RESOURCES
DIVISION

June 15, 1981

B-203535

The Honorable Orrin G. Hatch
Chairman, Committee on Labor
and Human Resources
United States Senate



Dear Mr. Chairman:

Subject: Preliminary Information on Funding Commitments
From Comprehensive Employment and Training Act
Titles III and IV During Fiscal Year 1981
(HRD-81-108)

This preliminary report relates to your March 17, 1981, letter requesting answers to questions pertaining to grants and contracts awarded by the Department of Labor from September 1, 1980, to late January 1981, using Comprehensive Employment and Training Act (CETA) titles III and IV discretionary funds. Generally, you were concerned that awards from these funding sources were allegedly made in substantial numbers during the closing months of the past administration and that questionable actions took place during the award process.

In later discussions with your office, we agreed to obtain information on a sample of titles III and IV discretionary awards made during the period you were concerned about. Your office agreed that our work would be limited to reviewing title III awards administered by Labor's Office of National Programs (ONP) and title IV awards administered by the Office of Youth Programs (OYP), and that site visits to awardees would not be necessary. We further agreed to consider only title III awards administered and monitored by ONP and not those from that title which the Office handles solely in a grant/contract approval capacity. Information obtained on your questions and the sample awards reviewed to date is summarized below and detailed in the enclosures.

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We identified 287 awards totaling an estimated \$115.1 million, which represent the titles III and IV discretionary awards that were either fully executed or were being negotiated during the time frame of concern. This number includes 88 title III awards totaling \$48.7 million and 105 title IV awards totaling \$53.9 million administered either by ONP or OYP officials. The other 94 awards, totaling \$12.5 million, were from title III and administered by other Labor offices, such as the Veterans Employment Service, U.S. Employment Service, and Women's Bureau.

You expressed concern about the possible overcommitment of fiscal year 1981 titles III and IV discretionary funds. According to Labor officials, in January 1981 Labor's projected funding commitments for both titles exceeded the funds available for the fiscal year. However, the officials said that Labor had not incurred obligations in excess of its fiscal year 1981 budget authority for these CETA titles. Because of the potential overcommitments, Labor reduced titles III (by an estimated \$27 million) and IV (by an estimated \$45 million) proposed and executed awards to bring the planned fiscal year 1981 expenditures more in line with its budget authority. In addition, Labor officials say they plan to make further reductions in titles III and IV awards in response to budget actions taken by the congressional appropriations committees. These reductions may affect some of the awards that your office asked us to review.


Preliminary data on the six awards reviewed to date show that reasonable grant/contract procedures were not always followed during the award process. During our review of the award files, we found

- few formal records of negotiations relating to the awards process,
- an evaluation of awardee past performance before an award renewal was not present,
- little evidence of site monitoring visits, and
- all six awards were made noncompetitively and several were subcontracted.

Many of these situations are also discussed in our current draft report on ONP's administration of its employment and training awards which will be sent to you in the near future and to Labor for official agency comments.

This report is preliminary and does not contain conclusions or recommendations. As such, the information is subject to change as we continue work on the sample of awards. As your office requested, written comments were not obtained from Labor and organizations mentioned in the enclosures. We plan to issue a final report on this matter in about 30 days from the date of this preliminary information. If we do not conclude our detailed work on the award files by the time of that report, a subsequent report will be issued.

Sincerely yours,



Gregory J. Ahart
Director

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ABBREVIATIONS

CETA	Comprehensive Employment and Training Act of 1973, as amended
ONP	Office of National Programs
OYP	Office of Youth Programs

RESPONSES TO CONCERNS ABOUT
THE USE OF CETA TITLES III AND IV
DISCRETIONARY FUNDS FROM

SEPTEMBER 1, 1980, THROUGH JANUARY 31, 1981

BACKGROUND

The Comprehensive Employment and Training Act of 1973, as amended (CETA) (29 U.S.C. 801), is designed

"* * * to provide job training and employment opportunities for economically disadvantaged, unemployed, or underemployed persons which will result in an increase in their earned income, and to assure that training and other services lead to maximum employment opportunities and enhance self-sufficiency * * *."

CETA title III authorizes the provision of services for employment and training programs that meet the employment-related needs of persons who are experiencing particular disadvantages in the labor market, such as offenders, handicapped individuals, women, older workers, etc. Specifically, sections 301, 306, 308, and 314 of title III authorize the Secretary of Labor to fund at his discretion projects for providing these services.

CETA title IV provides a broad range of employment and training programs for eligible youths. This title is to provide for comprehensive employment and training services to improve the future employability of youths and to explore and experiment with alternative methods for accomplishing these purposes. Specifically, section 438 of this title authorizes the Secretary of Labor to carry out innovative and experimental programs to test new approaches for dealing with the unemployment problems of youths through discretionary projects.

OBJECTIVE, SCOPE, AND METHODOLOGY

Our objective was to answer specific questions relating to (1) whether, and to what extent, procedures used by Labor for awarding grants and contracts with CETA titles III and IV discretionary funds violated Federal rules, regulations, and requirements, and (2) how discretionary funds under CETA titles III and IV were and are used, i.e., the type and extent of awards. The detailed information obtained to date on these questions is contained in this enclosure.

In discussions with your office, we agreed to select for detailed analysis a sample of awards made from September 1, 1980, through January 31, 1981. We also agreed that the sample chosen would consist only of awards administered by the Office of National Programs (ONP) and the Office of Youth Programs (OYP) because they administered 89 percent of the titles III and IV discretionary funds during the specified time frame. After we identified the universe of 193 ONP (88) and OYP (105) administered awards, the awards were grouped using the following criteria: (1) multiple awards to the same organization during the specified time frame, (2) dollar amount awarded, (3) alleged problems, and (4) awards that were unplanned by the program staff. A sample of 15 ONP and 19 OYP awards was then selected during discussions with your office. (See exhibits A and B.) Enclosure II contains preliminary data on the six awards that we are currently reviewing.

Our work, as mentioned previously, was and will be limited to reviewing award files and related documents, as well as interviewing appropriate Labor officials in Washington, D.C. As agreed with your office, no site visits will be made to awardees selected for review. Because our review work is still ongoing, we will not present any overall conclusions or recommendations, but will provide them, if appropriate, in our next report to you. Our draft report that is currently being prepared on ONP's administration of its employment and training awards contains many recommendations for strengthening weaknesses in the awards process that are also identified as weaknesses in this preliminary report.

AWARD PROCEDURES

The award of a CETA grant or contract is a complex process subject to numerous Federal laws, regulations, and requirements. The following procedures should be followed by Labor in making titles III and IV discretionary awards.

- Determining the need for a good or service.
- Determining the specifications for the good or service.
- Obtaining approvals to obtain the good or service.
- Determining the method of obtaining the good or service (either advertising or soliciting from one or more prospective supplier) and obtaining proposals.
- Evaluating proposals to determine whether they meet the agency's needs.
- Negotiating, as appropriate, with a potential supplier(s) to obtain an agreement that is most advantageous to the Government.

--Finalizing the award documents and obtaining all necessary approvals.

Statutes, regulations, and Comptroller General decisions require that Federal agencies entrusted with appropriated funds obligate these funds only to fulfill current and valid needs. Labor's procurement policy requires that (1) procurements be undertaken only after determining that they are necessary, (2) awarding a contract or grant to fulfill the need will be cost effective, and (3) proper planning and scheduling of procurement activities be practiced by program and management officials. Labor has a basic procurement policy that the selection of contractors shall be based on competition among responsible suppliers. Labor's policy also states that all grant programs involving discretionary recipients shall provide for competition whenever appropriate.

Both Federal and Labor procurement regulations require that any noncompetitive contract award shall be fully justified and approved at a high level. For Labor, the Assistant Secretary for Administration and Management generally approves noncompetitive awards.

Labor has established a Procurement Review Board to review proposed noncompetitive contracts, grants, agreements, or award modifications. Generally, all proposed noncompetitive awards or modifications of \$10,000 or more must be reviewed by the board. Notwithstanding Labor guidelines, certain kinds of awards are exempt from board review and approval by the Assistant Secretary for Administration and Management, including most of the CETA titles III and IV discretionary awards. In responding recently to our letter requesting clarification on this subject and others, Labor's Acting Solicitor explained the exemption relating to title III by stating that

"The justification for exempting certain ONP awards from the general requirement of the prior approval for non-competitive contracts is contained in CETA § 123 (1), which provides:

'* * * The Secretary and recipients of financial assistance under this Act shall give special consideration, in carrying out programs authorized by this Act, to community-based organizations, as defined in section 3, which have demonstrated effectiveness in the delivery of employment and training services.'* * *"

Labor's Acting Solicitor further said that Labor had administratively defined "demonstrated effectiveness" to mean that the services an awardee will provide relate specifically to competencies in (1) access to target groups, (2) capability of providing specific training, and (3) access to jobs.

OYP, which administers title IV youth discretionary funding awards, considers most of these awards as demonstration programs. Most of them are funded on a noncompetitive basis. Under current Labor procedures and practices, noncompetitive demonstration program awards need not be reviewed by the Procurement Review Board.

Procurement officials authorized to sign contracts are called contracting officers, and those authorized to sign grants are called grant officers. ONP officials who had been delegated authority to sign either grants and/or contracts, both for the titles III and IV discretionary awards, at the time these awards were made were the Administrator and Deputy Administrator of ONP. The director of ONP's Office of Special National Programs and Activities was also authorized to sign grants. These ONP officials signed all the titles III and IV discretionary awards that we are currently reviewing.

Another review process used within Labor regarding the titles III and IV discretionary funds involved the establishment of a steering committee by the Secretary of Labor. This committee was to approve or disapprove expenditures related to titles III and IV funding plans as discussed in the following section.

STEERING COMMITTEE RECORDS
ON THE TITLE III/IV AWARDS

You requested information concerning the operation of a special departmental committee established to review grant and contract proposals. Our work has shown that, through a September 25, 1979, memorandum, the Secretary of Labor established a steering committee to oversee the use of CETA title III discretionary funds. In this memorandum the Secretary designated four individuals to sit as a committee to approve or disapprove expenditures related to the approved fiscal year 1980 title III funding plan. The funding plan is the document that ONP and OYP prepare that serves as a guide detailing the projects these offices hope to fund during the fiscal year. (See pp. 5 to 7.)

The four individuals designated to be the committee during the time frame you were concerned with were

- Paul Jensen, Executive Assistant and Counselor to the Secretary of Labor;
- Nik B. Edes, Deputy Under Secretary for Legislation and Intergovernmental Relations;
- Ernest G. Green, Assistant Secretary for Employment and Training; and
- Charles B. Knapp, Deputy Assistant Secretary for Employment and Training.

This committee also had authority to approve or disapprove awards from the CETA title IV discretionary funds, although there was no similar memorandum which authorized this action. We plan on interviewing each of the committee members concerning their roles for inclusion in our final report.

We found no written criteria to explain why these individuals were appointed, no dates for their terms of appointments, and no written operating procedures detailing how the committee was supposed to carry out its responsibilities. A Labor official was unaware of the existence of a similar committee either within the Department or other Federal agencies. Finally, the committee had no separate administrative budget that was used solely for committee actions.

Our review showed that determining if steering committee actions were appropriate was difficult because records of meetings were not well maintained. According to an ONP official, separate minutes were to be kept on titles III and IV award actions. The title III minutes do reflect the proposals that were considered and what actions were taken on the proposals; however, the minutes do not show who was present, what was discussed about each proposal, or how each member voted. Meetings regarding title IV, on the other hand, had no recorded minutes at all. Only handwritten notes were kept on the proceedings which were subsequently destroyed, according to a former assistant to the committee, once the appropriate title IV program staff were notified of the committee's actions.

FUNDING ACTIVITIES FOR ONP AND OYP
THAT WERE PLANNED OR UNPLANNED
FOR FISCAL YEAR 1981

Your office expressed interest in how the awards made during fiscal year 1981 through January 31, 1981, related to those in the titles III and IV discretionary funding plans. We have obtained information on (1) when these plans were developed and approved, (2) who approved them, and (3) which awards were made. Your office did not request that we review the fiscal year 1980 titles III and IV funding plans. However, since some of the awards we were asked to review were made in September 1980, we were told by ONP and OYP officials that all these awards were planned. There were 20 ONP awards totaling \$6.1 million and 23 OYP awards totaling \$2.7 million made during September 1980.

From October 1, 1980, through January 31, 1981, there were 68 ONP award actions totaling \$42.6 million made and 82 OYP award actions totaling \$51.2 million made. Exhibits C and D list the planned titles III and IV awards made during our time frame. According to ONP and OYP officials, 4 ONP award actions totaling \$0.8 million were unplanned by the ONP program staff and 18 OYP

award actions totaling \$8.3 million were unplanned by the OYP program staff. These unplanned awards are listed in exhibits E and F. Our work has also shown that both the fiscal year 1981 titles III and IV discretionary funding plans were developed but not officially approved by the former Assistant Secretary for Employment and Training.

The following information explains in more detail the circumstances involving each funding plan.

Fiscal year 1981 title
III funding plan

The fiscal year 1981 title III funding plan was developed during late fiscal year 1980. An interim title III funding plan had been approved by the Deputy Assistant Secretary for Employment and Training on October 10, 1980, that was predicated on resource levels based on a higher anticipated title III budget than was eventually appropriated. The reason for using an interim plan was that Labor was unsure until November 1980 about the total appropriation it was going to receive from the Congress. Since Labor was unsure about what title III was going to receive, this interim plan was considered to be conservative with respect to initial allocations imposed to keep the release of funds to a minimum during the first quarter of fiscal year 1981.

After Labor found out what the title III appropriation was, a revised funding plan was prepared by the Deputy Assistant Secretary for Employment and Training in November 1980. This revised plan was then sent to the Assistant Secretary for Employment and Training on December 1, 1980, but was never officially approved. We found no specific reasons why the final fiscal year 1981 funding plan was never approved.

As discussed previously with your office, the title III awards made could not be matched with the fiscal year funding plans. This is because the title III funding plan is broken out by categorical line item amounts--such as \$15.8 million for the Targeted Outreach Program--and not by individual awardee. As a result, an ONP official told us that almost all the awards made during our time frame were planned except for four awards totaling \$802,042 which are shown in exhibit E.

Fiscal year 1981 title
IV funding plan

On December 4, 1980, OYP prepared a comprehensive list of discretionary activities it planned to award during fiscal year 1981. This list contained 180 discretionary projects totaling \$181 million. According to an OYP official, the list resulted from a series of meetings involving the former Assistant Secretary

for Employment and Training, OYP project officers, and OYP program staff. Three awards on this original list were unplanned by the OYP program staff but were added by either the Assistant Secretary for Employment and Training or his Deputy. These three awards were as follows:

<u>Name of organization</u>	<u>Amount proposed</u>
Gary Community School Corp. (note a)	\$ 122,939
Southern Mutual Help	350,000
Watts Labor Community Action	1,500,000

a/Only this awardee was funded during our time frame and is shown in exhibit F.

The list prepared on December 4, 1980, was then revised several times as the Assistant Secretary added new projects. This list then became the title IV funding plan, which was never officially approved by the Assistant Secretary. According to an OYP official, OYP funding plans were never approved in writing by the former Assistant Secretary.

On April 9, 1981, OYP prepared another comprehensive list of title IV discretionary projects. However, this list showed 223 planned discretionary projects totaling about \$201.3 million, which represented an increase of 43 projects totaling \$20.3 million more than what was indicated on December 4, 1980. An OYP official attributed these differences to projects that were either (1) added or deleted by the program staff or (2) unplanned by the program staff. Including the 3 unplanned projects mentioned earlier, this official identified 29 projects that were unplanned, 18 of which were funded totaling \$8.3 million during our review time frame. (See exhibit F.)

Since the April 9, 1981, list showed \$201.3 million in planned title IV discretionary awards for fiscal year 1981 and the total amount available was only \$165.9 million, the OYP program office recommended new funding levels of \$159.6 million on this list, representing a decrease of \$41.7 million. An OYP official told us that further reductions may occur. These reductions are discussed further on pages 10 and 11 of this enclosure.

TITLES III AND IV
TELEGRAM COMMITMENTS

You indicated concern about the number of telegrams that were sent to contractors and grantees during the last months of the past administration authorizing them to incur costs before the actual awards were finalized. We have identified 68 such telegrams sent during the first 4 months of fiscal year 1981,

of which 17 were for awards to be administered by ONP totaling an estimated \$15.3 million and 33 were for awards to be administered by OYP totaling an estimated \$14.6 million. Your office asked that we compare the number of telegrams sent during January 1981 with the number sent during a normal period of operation. As agreed with your office, we compared the January 1981 title III award telegrams with those sent during all of fiscal year 1979 because we had data for that period in our draft report (noted on p. 2 of this enclosure) on ONP's administration of its employment and training awards. In that report we estimated that only 20 telegrams were sent by ONP's Office of Special National Programs and Activities (which administers almost all of ONP's title III discretionary awards) for all of fiscal year 1979. Our review has shown that 39 telegrams were sent (9 of which were ONP administered) during January 1 to 19, 1981.

Labor's Acting Solicitor has told us previously that preaward authorization letters (telegrams) constitute binding agreements between Labor and awardees and legally obligate Labor to reimburse awardees for allowable costs incurred before the awards are finalized. Labor's Acting Solicitor also told us that, if negotiations should fail to produce an award, Labor would be legally required to pay any program costs incurred by the awardee up to the point of denial.

Exhibits G and H show information on the telegrams sent during the first 4 months of fiscal year 1981.

RECRUITMENT AND TRAINING PROGRAM, INC.,
AWARDS RECEIVED OR BEING NEGOTIATED
DURING FISCAL YEARS 1975-81

You expressed interest in the awards that were made to the Recruitment and Training Program, Inc., otherwise known as RTP, Inc., during fiscal years 1975-81. You also wanted to know which Labor officials were involved in making these awards. Our review of official award records has shown that 20 awards were made or were being negotiated during this time frame for about \$41.1 million using CETA titles III and IV discretionary funds. All awards on the following list were made or were being negotiated during fiscal years 1975 through 1981 (as of Jan. 19, 1981) and were signed by either the Administrator or Deputy Administrator of ONP.

Award date (note a)	Period of performance	Amount	
		Title III	Title IV
(b)	(b)	\$ 3,165,000	
9-12-75	9-15-75 to 9-14-76	3,493,020	
8-27-76	9- 1-76 to 8-31-77	4,108,722	
8-11-77	6- 1-77 to 8-31-77	34,586	
8-16-77	9- 1-77 to 6-30-78	5,166,541	
10-28-77	9- 1-77 to 6-30-78	52,140	
7- 1-78	4-21-78 to 3-30-81		\$1,497,488
5- 9-79	3- 1-79 to 1-15-81		1,099,600
9-21-79	9-29-79 to 11-28-80	1,680,661	
9-21-79	9-29-79 to 11-28-80	7,953,309	
2- 2-80	1- 1-80 to 11-28-80	500,000	
2-13-80	2- 1-80 to 11-28-80	330,000	
3-11-80	3-17-80 to 3-20-81		891,393
9-24-80	5-15-80 to 6-30-81		1,179,317
9-25-80	7-14-80 to 11-28-80	59,520	
10- 1-80	10- 1-80 to 11-28-80	c/ 35,306	
12-31-80	11-29-80 to 10-31-81	7,486,000	1,130,000
1-19-81	1- 1-81 to 5-30-81		c/ 435,000
1-19-81	1-19-81 to 6-30-81		c/ 470,000
1-19-81	2- 1-81 to (d)		c/ 350,000
Subtotal		\$34,064,805	\$7,052,798

Total for titles III and IV

\$41,117,603

a/Reflects either the date the award was signed or the date Labor sent a telegram notifying the awardee of its intent to fund the award.

b/This award file was not available for review because it has been stored at the National Archives. We were able to get the amount awarded from the title III contract register, but not when it was signed, who signed it, or what the period of performance was.

c/This figure represents the amount Labor planned to award pending negotiations.

d/Not decided.

As discussed with your office, we plan to conduct a separate review of RTP, Inc., once we complete work on this assignment.

CARRYOVER FUNDS AVAILABLE
FOR FISCAL YEAR 1981

According to information provided by Labor officials, \$24.9 million of fiscal year 1980 funds was available for obligation during fiscal year 1981 for title III discretionary programs. Of this amount, \$18.3 million was committed in fiscal year 1980 against the 1980 funding plan but was not converted into obligations by contracts or grants before the end of the fiscal year. Therefore, \$6.6 million in carryover funds was available for fiscal year 1981 programing.

For title IV discretionary programs, an OYP official stated that the estimated fiscal year 1980 carryover that was available for obligation in fiscal year 1981 was \$5.2 million. According to this official, the estimate is subject to change based upon reconciliation of prime sponsors' estimated fiscal year 1980 carryover amounts under their title IV youth formula awards.

ALLEGED OVERCOMMITMENT
OF DISCRETIONARY FUNDS

The Antideficiency Act prohibits expenditures or contract obligations in excess of available appropriations. A status report provided by Labor officials shows that, as of January 30, 1981, the fiscal year 1981 title III discretionary funding plan was potentially overcommitted by \$7.3 million. According to this status report, the funding plan totaled \$163.4 million, while available funding was only \$156.1 million. The report shows, however, that the total Federal obligation for the title III awards was only \$51.2 million, or about 33 percent of the available funds.

Information provided by OYP officials indicates that planned commitments under the fiscal year 1981 title IV discretionary funding plan totaled \$201.3 million. According to OYP officials, only \$165.9 million was available for fiscal year 1981 discretionary funding. The funding plan, therefore, was potentially overcommitted by \$35.4 million. According to the status report of Employment and Training Administration resources and other funding data furnished by Labor officials, as of January 30, 1981, only \$52.2 million, or about 31 percent of the title IV discretionary funds, had been obligated by program officials.

CURRENT ADMINISTRATION ACTIONS TO
REDUCE ALLEGED OVERCOMMITMENTS

Because of the potential overcommitments, Labor reduced the titles III and IV projects to bring the planned fiscal year 1981 expenditures more in line with its budget authority. Unverified estimates obtained from Labor officials indicate potential

reductions of \$27 million and \$45 million from planned fiscal year 1981 titles III and IV discretionary fund commitments, respectively. Little of the title III reductions, however, represent funds that are recoverable from actual obligations in that most of the reductions were from planned award expenditures. Labor officials could not estimate at this time what the obligated funds recovery might be for title III. Under title IV, one Labor official did estimate that about \$9.5 million might be recovered from obligated awards.

Labor officials said they plan to make further reductions in titles III and IV awards in response to budget actions taken by the congressional appropriations committees. These reductions may affect some of the awards that your office asked us to review.

NOTIFICATION OF LABOR'S OFFICE
OF INSPECTOR GENERAL CONCERNING
OVERCOMMITMENT OF TITLES III
AND IV FUNDS

Your office expressed interest in what action Labor's Office of Inspector General has taken regarding the alleged overcommitment of titles III and IV funds. The ONP program staff knew of their potential overcommitment around the end of January 1981. On March 4, 1981, the same day of a "Washington Post" article on this subject, the Inspector General's Office initiated a headquarters investigation of this matter. To date we have not identified any departmental rules that require the Office of Inspector General to be notified about any possible overcommitment of program funds.

On April 1, 1981, the Inspector General's Office began a field investigation of some of the award activities that had taken place during the closing months of the past administration. As previously discussed with your office, this investigation involves some of the same awards you requested us to review. However, the Inspector General's Office is focusing on investigating possible criminal violations and not on evaluating the award processes.

PRELIMINARY INFORMATIONON SIX TITLES III AND IV AWARDSCURRENTLY BEING REVIEWEDINTRODUCTION

You requested that we review award files to determine if proper procedures were followed in making any awards during the time frame you specified. As mentioned earlier, we are going to review 34 award files (encompasses 16 awardees in that some received multiple awards) to respond to your concerns. Preliminary information on the six awards involving five awardees we are currently reviewing shows that good grant/contract procedures were not always followed during the awards process. Our review of the award files showed

- few formal records of negotiations relating to the awards process,
- an evaluation of awardee past performance before an award renewal was not present,
- little evidence of site monitoring visits, and
- all six awards were made noncompetitively and several were subcontracted.

The following is a more detailed analysis of each of the six awards we are currently reviewing.

BOB TUCKER AND ASSOCIATES, INC.

This was a title III contract for \$417,158 awarded on December 29, 1980, for the period December 29, 1980, to March 28, 1982. The purpose of the award was to evaluate the effectiveness of an interagency project for the recruitment, training, and placement of rural disadvantaged persons in rural water/waste water systems occupations. The objective was to be achieved through an evaluation of the methods, processes, linkages, techniques, and results of the interagency project. The award was signed by the Administrator of ONP.

Our review of the award file and discussions with ONP officials showed:

- The award was made on a noncompetitive basis.
- The ONP representative responsible for the award knew little of the specifics of the negotiations, such as the dates, time, or parties involved.

- The ONP representative felt that the contract was needed but questioned the process of awarding the contract to that contractor/subcontractor for that amount and scope.
- The contractor subcontracted the work to another organization and budgeted \$150,000 for its part of the total work.
- No prior evaluation of the contractor's performance was needed because this was a new award and no site visits had been made.
- On April 1, 1981, this contract was terminated because the scope of the evaluation did not appear to justify the level of resources included in the contract.

LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA

This was a title III contract renewal for \$694,500 awarded on September 11, 1980, for the period August 1, 1980, to July 31, 1981. The purpose of the award was to train 500 economically disadvantaged individuals for employers having collective bargaining agreements with the contractor. This training was primarily in prestress-precast concrete products, manufacturing plants, and modular home construction plants. The award was signed by the Deputy Administrator of ONP.

Our review of the award file and discussions with ONP officials showed:

- The award was made on a noncompetitive basis.
- The ONP representative responsible for the award was not that well informed concerning the contract's specifics. For example, the representative was unaware (1) of the number of people being trained, (2) that a required report was overdue or missing, and (3) of the amount of money, location, or training arrangements that the contractor had with any of its subcontractors.
- No past evaluation data were available on the awardee even though it was a renewal award.
- No site visits had been made to the awardee during the past 2 years.
- Some information existed regarding the negotiations held on this award, but some of the specifics were absent, such as why there was a 50-percent increase in the cost of training slots over the previous year.

- The contract has been modified to extend the period of performance 4 months to November 30, 1981, with an additional \$209,000 in funding.

OPPORTUNITIES INDUSTRIALIZATION
CENTERS OF AMERICA, INC.

This awardee received two awards under one contract for the period October 1, 1980, through October 31, 1981. The first award was from title III funds for \$1,272,000 and was made on October 15, 1980, for the purpose of placing 10,000 CETA graduates into Federal jobs. As part of this effort, the Office of Personnel Management was to identify and certify vacancies for these individuals. The second award, a modification for \$1,000,000 to the first award using title IV funds, was awarded on January 16, 1981. This modification was for placing 5,200 youths into private sector jobs in 26 cities. The Administrator of ONP signed both award actions.

Our review of the award file and discussions with Labor officials showed:

- The award and subsequent modification were made on a non-competitive basis.
- The \$1 million title IV modification was unplanned by the OYP program staff.
- No formal records of negotiation were present.
- No site visits had been made.
- Since these awards were made, circumstances pertaining to the award have changed significantly. Limitations have been placed on Federal hiring, and we have been told that the Office of Personnel Management has not yet begun identifying potential Federal job vacancies. Also, other CETA funds that were to be used in assisting the private sector effort have been phased down.

PUSH FOR EXCELLENCE, INC.

This was a 2-year title IV renewal grant for \$1,999,968 awarded on December 31, 1980, for the period January 1, 1981, to December 31, 1982. The purpose of the award was to (1) continue operations of demonstration career exploration projects and (2) establish a policy, training, and resource institute in Washington, D.C.

The awardee was to enroll at least 1,000 economically disadvantaged students in the career exploration projects. The services provided were to be designed to link key groups,

institutions, agencies, and individuals to create a supportive environment for the successful introduction of program participants into the world of work. The award was signed by the Director of ONP's Office of Special National Programs and Activities and was administered by ONP even though the funding source was title IV.

Our review of the award file and discussions with Labor officials showed:

- This award was made on a noncompetitive basis and not planned by the OYP program staff.
- The ONP representative was not knowledgeable about the awardee's past performance.
- Accounting and administrative weaknesses were cited in December 1979 and September 1980 in internal Labor reports. We found no evidence in the file that the problems had been corrected.
- The files did not contain justification for making this award a sole-source procurement.
- On April 16, 1981, Labor met with the grantee to negotiate the termination of this award.

GREATER CLEVELAND GROWTH CORPORATION

This was a 2-year title IV grant awarded on January 16, 1981, for \$572,220 for the period January 16, 1981, through January 15, 1983. The purpose of this award was to develop and demonstrate a specialized training program designed for employing minority and female economically disadvantaged youths in the banking area which would lend itself to implementation by other banks in medium to large cities. The training program was to recruit 50 youths, thoroughly familiarize them with banking, and provide them with a general exposure to a variety of banking positions. The award was signed by the Director of ONP's Office of Special National Programs and Activities and administered by ONP even though the funding source was title IV.

Our review of the award file and discussions with Labor officials showed:

- The award was made on a noncompetitive basis and not planned by the OYP program staff.
- No formal record of negotiations was in the file. The ONP representative for this award said that he had not had time to prepare the document.

- Errors existed in the grantee's budget proposal but were unknown to the ONP representative.
- A major portion of the award was subcontracted to another organization to handle the training.
- The ONP representative said that he was told by the Administrator of ONP to negotiate this award.
- The grantee's negotiator was also an officer of the subcontracting organization. This person was also on the PUSH for Excellence, Inc., board of directors and was the negotiator of the previously discussed award to that organization.
- Labor sent a telegram to the grantee requesting a meeting to discuss the termination of the award. As of June 5, 1981, we found no evidence that a meeting was held.

CETA TITLE III DISCRETIONARY AWARDSTO BE SAMPLED FOR DETAILED REVIEW

<u>Name of awardee</u>	<u>Amount (note a)</u>
1. Trade Union Leadership Council	\$ 87,000
2. One America, Inc.	114,069
3. Opportunities Industrialization Centers of America, Inc. (OIC/A)	125,000
4. Southern Vocational College	199,000
5. Rosslyn Foundation	200,000
6. Virginia CARES	300,000
7. National Council of La Raza	374,991
8. Bob Tucker and Associates, Inc.	417,158
9. Solar America, Inc.	455,570
10. Laborers' International Union of North America	694,500
11. SER-Jobs for Progress, Inc.	777,738
12. Solar America, Inc.	785,217
13. OIC/A	1,216,000
14. OIC/A	1,272,000
15. SER-Jobs for Progress, Inc.	2,135,000

a/The amounts shown represent fully executed awards or the amount
Labor planned to award pending negotiations.

CETA TITLE IV DISCRETIONARY AWARDSTO BE SAMPLED FOR DETAILED REVIEW

<u>Name of awardee</u>	<u>Amount (note a)</u>
1. National Council of La Raza	\$ 11,545
2. National Council of La Raza	79,206
3. SER-Jobs for Progress, Inc.	120,180
4. SER-Jobs for Progress, Inc.	143,348
5. National Association for Southern Poor	150,000
6. Dr. Benson Penick	175,000
7. Opportunities Industrialization Centers of America, Inc. (OIC/A)	183,651
8. SER-Jobs for Progress, Inc.	259,600
9. National Council of La Raza	300,000
10. SER-Jobs for Progress, Inc.	345,000
11. SER-Jobs for Progress, Inc.	376,598
12. The Prometheans, Inc.	400,000
13. Greater Cleveland Growth Corporation	572,220
14. OIC/A	800,000
15. SER-Jobs for Progress, Inc.	800,000
16. OIC/A	1,000,000
17. SER-Jobs for Progress, Inc.	1,155,790
18. OIC/A	1,400,000
19. PUSH for Excellence, Inc.	1,999,968

a/The amounts shown represent fully executed awards or the amount Labor planned to award pending negotiations.

TITLE III DISCRETIONARY AWARDS FUNDED
OR FOR WHICH NEGOTIATIONS BEGAN DURING
SEPTEMBER 1, 1980, THROUGH JANUARY 31, 1981
(PLANNED BY THE ONP PROGRAM STAFF)

<u>Name of awardee</u>	<u>Amount</u> <u>(note a)</u>
National Governors' Association	\$ 6,200
Delaware Plan	18,500
American Management Association	22,000
West Michigan Area Agency on Aging	25,000
WETA Channel 26	33,000
Federation of Southern Cooperatives	33,375
United Progress	35,000
Recruitment and Training Program, Inc. (RTP, Inc.)	35,306
Northwest Rural Opportunities	36,238
PREP, Inc.	38,033
Graphic Arts Union	48,000
National Federation of the Blind	49,000
National Council of Young Israel	49,901
Indiana Office on Aging	50,000
RTP, Inc.	59,520
New Jersey Department of Labor and Industry	68,000
Amigos Del Valle	75,000
Mark Battle Associates	75,134
George Meany Center for Labor Studies	82,699
Careers in Community Outreach	83,931
Trade Union Leadership Council	87,000
Marine Job Training, Inc.	103,160
One America, Inc.	114,069
National Center on Black Aged	125,000
United States Office of Consumer Affairs	125,000
Opportunities Industrialization Centers of America, Inc. (OIC/A)	125,000
Center for Community Change	128,000
Focus on Children, Inc.	133,874
National Federation of the Blind	142,200
Center for Employment and Training	150,000
Great Lakes Inter-Tribal Council	150,000
National Puerto Rican Forum	150,000
Illinois Office on Aging	155,000
Idaho Inter-Tribal Policy Board	165,000
Women's Enterprise of Boston	190,424
West Virginia Labor Federation of AFL-CIO	191,704
YWCA of Oklahoma City	192,151
Boston YWCA	192,191

<u>Name of awardee</u>	<u>Amount</u> <u>(note a)</u>
Southern Vocational College	\$ 199,000
National Council on Aging	210,000
West Michigan Area Agency on Aging	220,000
National Concilio of America	250,000
Southern Railway System	250,000
AFL-CIO Human Resources Development Institute	279,465
National Urban Indian Coalition	285,000
AETNA Casualty and Surety Company	298,000
Virginia CARES	300,000
United Food and Commercial Workers	300,000
AFSCME	320,608
Center for Community Change	344,000
National Council on Aging	352,000
University of Texas Center for the Study of Human Resources	369,960
National Council of La Raza	374,991
United Furniture Workers	411,000
National Puerto Rican Forum	422,000
Bob Tucker and Associates, Inc.	417,158
United Food and Commercial Workers	450,000
Solar America, Inc.	455,570
Joint Job Training and Research, Inc.	468,000
Goodwill Industries	486,900
National Council on Aging	500,000
National Steelworkers Oldtimers Foundation	500,000
Green Thumb, Inc.	500,000
National Urban League	500,000
National Retired Teachers Association	535,000
American Management Association	649,849
Epilepsy Foundation	656,100
Laborers' International Union of North America	694,500
United Negro College Fund	738,971
SER-Jobs for Progress, Inc.	777,738
Solar America, Inc.	785,217
National Association for Retarded Citizens	967,500
Garrett-Sullivan, Inc.	1,000,000
International Union of Operating Engineers	1,200,000
OIC/A	1,216,000
OIC/A	1,272,000
United Auto Workers	1,320,000
National Puerto Rican Forum	1,500,000
AFL-CIO Appalachian Council	1,664,000
AFL-CIO Human Resources Development Institute	1,913,331

<u>Name of awardee</u>	<u>Amount (note a)</u>
SER-Jobs for Progress, Inc.	\$ 2,135,000
National Urban League	3,614,000
New York City Department of the Aging	4,815,000
RTP, Inc.	<u>7,486,000</u>
Total (84 awards)	<u>\$47,947,468</u>

a/The amounts shown represent fully executed awards or the amount Labor planned to award pending negotiations.

TITLE IV DISCRETIONARY AWARDS FUNDED
OR FOR WHICH NEGOTIATIONS BEGAN DURING
SEPTEMBER 1, 1980, THROUGH JANUARY 31, 1981
(PLANNED BY THE OYP PROGRAM STAFF)

<u>Name of awardee</u>	<u>Amount</u> <u>(note a)</u>
Washington State Building and Construction Trades Council	\$ 231
Cumberland County CETA of Portland, Maine	5,175
Cumberland County CETA of Portland, Maine	6,531
A. L. Nellum and Associates	9,822
Small Business Administration	9,850
National Urban Coalition	9,950
Syracuse Research Corporation	9,990
National Council of La Raza	11,545
Antioch University	11,806
Head Rest, Inc.	24,530
Karen Johnson and Associates	24,661
Clark, Phipps, Clark, Harris	25,092
Corporation for Youth Enterprises	31,200
Osora Associates	34,228
Middlesex County Economic Opportunity Corporation	42,000
Youth Employment Services--Wilkes-Barre	45,000
Northwest Regional Education Laboratory	49,944
National Institute for Work and Learning	50,000
Region IV--Project Alive	53,449
City of Cambridge	55,000
NAID Center for Human Development, Inc.	58,206
Cathedral Church of St. John the Divine	70,000
National Council of La Raza	79,206
National Vocational Guidance Association	81,696
Washington State Building and Construction Trades Council	87,000
National Council of Negro Women	94,475
YWCA of Miami and Dade County, Inc.	100,000
Girls Clubs of America, Inc.	100,000
Northern California Women for Apprenticeship	100,000
Minneapolis Public Schools	100,000
National Council of Negro Women	100,000
James Lowery and Associates	102,379
Cleveland Public Schools	103,340
Team Associates, Inc.	103,376
National Football League Players Association	116,873
SER-Jobs for Progress, Inc.	120,180
New York Institute of Technology	124,936

<u>Name of awardee</u>	<u>Amount</u> <u>(note a)</u>
SER-Jobs for Progress, Inc.	\$ 143,348
Youth Opportunities Unlimited	150,000
United Negro College Fund	150,000
National Alliance of Business	153,650
National Puerto Rican Forum	163,316
Brandeis University	176,135
Opportunities Industrialization Centers of America, Inc. (OIC/A)	183,651
Corporation for Public/Private Ventures	217,942
National Puerto Rican Forum	234,106
Council of Great City Schools	244,161
Youth Employment Services--Wilkes-Barre	247,500
Far West Laboratory	249,000
Cuban National Planning Council	250,000
U.S. Department of Health and Human Services	250,000
SER-Jobs for Progress, Inc.	259,600
New Transcentury Foundation	274,802
James Lowery and Associates	299,044
National Council of La Raza	300,000
SER-Jobs for Progress, Inc.	345,000
Team Associates, Inc.	372,175
SER-Jobs for Progress, Inc.	376,598
The Prometheans, Inc.	400,000
Center for Community Change	400,000
National Council of Negro Women	420,000
Head Rest, Inc.	423,767
Recruitment and Training Program, Inc. (RTP, Inc.)	435,000
Camp Fire, Inc.	448,669
National Child Labor Committee	469,298
RTP, Inc.	470,000
Team Associates, Inc.	498,086
Watts Labor Community Action	500,000
National Urban League	500,000
National Puerto Rican Forum	517,877
Pacific Economic Resources League	549,614
National Urban Coalition	650,000
Corporation for Public/Private Ventures	675,986
National Urban League	800,000
OIC/A	800,000
St. Louis University	800,000
SER-Jobs for Progress, Inc.	800,000
Office of Juvenile Justice and Delinquency Prevention	1,000,000
National Assembly of Voluntary Health and Welfare Organizations	1,024,000
SER-Jobs for Progress, Inc.	1,155,790
OIC/A	1,400,000

<u>Name of awardee</u>	<u>Amount</u> <u>(note a)</u>
National Office for Social Responsibility	\$ 1,401,055
Jobs for Arizona Graduates	1,500,000
National Football League Players Association	1,635,300
Office of Juvenile Justice and Delinquency Prevention	2,000,000
National Assembly of Volunteer Health and Welfare Organizations	7,529,279
National Alliance for Business	<u>9,200,000</u>
 Total (87 awards)	 <u>\$45,595,420</u>

a/The amounts shown represent fully executed awards or the amount
Labor planned to award pending negotiations.

TITLE III DISCRETIONARY AWARDS FUNDED
OR FOR WHICH NEGOTIATIONS BEGAN DURING
SEPTEMBER 1, 1980, THROUGH JANUARY 31, 1981
(NOT IN ONP FUNDING PLAN)

<u>Awardee</u>	<u>Amount</u> <u>(note a)</u>
Community Services Administration	\$ 75,000
Rosslyn Foundation	200,000
Pacifica Services	227,042
New York City Department for the Aging	<u>300,000</u>
 Total	 <u>\$802,042</u>

a/The amounts shown represent fully executed awards or the amount
 Labor intended to award pending negotiations.

TITLE IV DISCRETIONARY AWARDS FUNDED
OR FOR WHICH NEGOTIATIONS BEGAN DURING
SEPTEMBER 1, 1980, THROUGH JANUARY 31, 1981
(NOT IN OYP FUNDING PLAN)

<u>Awardee</u>	<u>Amount</u> <u>(note a)</u>
Smokey House Project	\$ 90,000
Delta Sigma Theta Sorority	99,903
University of the District of Columbia	100,893
Black Music Association	102,000
Gary Community School Corporation	122,939
National Association of Southern Poor	150,000
Dr. Benson Penick	175,000
Athletes for Better Education	199,200
Atlanta Junior College	200,000
Martin Luther King, Jr., Center for Social Change	200,000
National Council of Negro Women	304,775
Recruitment and Training Program, Inc. (RTP, Inc.)	350,000
Marquette University	375,000
Greater Cleveland Growth Corporation	572,220
Opportunities Industrialization Centers of America, Inc.	1,000,000
A. Philip Randolph Fund	1,100,000
RTP, Inc.	1,130,000
PUSH for Excellence, Inc.	<u>1,999,968</u>
 Total (18 awards)	 <u>\$8,271,898</u>

a/The amounts shown represent fully executed awards or the amount
 Labor intended to award pending negotiations.

SUMMARY OF TITLE III ONP-ADMINISTERED TELEGRAMS SENTDURING THE FIRST 4 MONTHS OF FISCAL YEAR 1981 (Note a)

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
1. Recruitment and Training Program, Inc.	\$ 35,306	Modification	10/01/80	The amount of \$27,966 was to hire two staff persons to the Project Area Councils for two rural initiative projects to funnel jobs generated to CETA eligible persons in the Tennessee-Tombigbee Waterway and Red River areas. The amount of \$7,340 was to authorize a full time consultant for 20 days to assist the Project Area Councils of five rural demonstration projects in monitoring the projects' progress and to assist the White House and Working Groups for Small Communities and Rural Development in enunciating the rural policy to Federal, State, and local agencies and private organizations.
2. Graphic Arts International Union	48,000	Modification	11/28/80	The contractor will subcontract with its locals country-wide to recruit, train, and upgrade skills of 75 women in non-traditional printing industry jobs.
3. Indiana Commission on Aging and the Aged (Indianapolis, Indiana)	50,000	Renewal	12/19/80	Jobs for the Elderly Program's purpose is to provide useful subsidized employment for elderly poor people over age 50.
4. Great Lakes Inter-Tribal Council (Odanah, Wisconsin)	150,000	Renewal	01/19/81	Same as #3.
5. Illinois Department on Aging (Springfield, Illinois)	155,000	Renewal	12/22/80	Same as #3.
6. Southern Railway System (Wash., D.C.)	250,000	Renewal	01/16/81	This program's purpose is to provide craft training in the Southern Training Facility which will increase the employment and advancement opportunities for disadvantaged minorities, females, and veterans.

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>	
7. AETNA Casualty and Surety Company	\$298,000	Renewal	01/14/81	The Federal Bonding Program is a means by which the DOL, through the cooperation of a qualified Casualty and Surety Company, offers fidelity bonding coverage to qualified job applicants who cannot otherwise obtain it. This bonding coverage is available to a targeted group of individuals with police or bad credit records who cannot obtain regular commercial bonding and therefore cannot be hired in the job for which they are qualified.	
8. Department for the Aging	300,000	Modification	01/15/81	The purpose of this agreement was to ensure that the Department for the Aging did not suffer a cost overrun as a consequence of having operated a Jobs for the Elderly Program.	
28	9. Center for Community Change	344,000	Renewal	01/12/81	The contractor provides technical assistance to 2,600+ non-affiliated community-based organizations in 48 States to assist them in (1) developing programs, obtaining local funding, and running local CETA programs under titles II, IV, VI, and VII; (2) maintaining working relationships with local prime sponsors; and (3) forming coalitions and functions as a clearinghouse for CETA legislation and information analysis through their newsletter. It also provides onsite and workshop technical assistance in staff training program management and fiscal control and develops program ideas that are put into proposal form.
10. Joint Job Training and Research, Inc.	468,000	Modification	10/22/80	The contract's purpose is to train and place 2,000 unemployed, economically disadvantaged persons in sewing machine occupations.	
11. National Retired Teachers Association (Washington, D.C.)	535,000	Modification	12/30/80	Same as #3.	

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
12. Epilepsy Founda- tion of America	\$ 656,100	Renewal	12/31/80	This project provides pre-vocational assistance, client identification, referral, and job placement of persons with epilepsy in the public and private sectors.
13. National Puerto Rican Forum	1,500,000	Renewal	01/05/81	The contractor provides services to assist Puerto Rican and other Spanish speaking communities in gaining employment by dealing in specific employment obstacles mainly through basic occupational English-language training.
14. AFL-CIO Appala- chian Council	1,664,000	Renewal	12/13/80	This program's purpose is to provide training and placement for 1,000 unemployed and underemployed persons. The contractor will continue to utilize the working relationship of collective bargaining agreements to develop employment and training opportunities in 13 southeastern States.
15. Human Resources Development Institute	1,913,331	Modification	01/07/81	This program's purpose is to develop jobs for 14,000 disadvantaged individuals over a 12-month period. The program provides technical assistance and training for organized labor at the local, regional, and national levels.
16. SER-Jobs for Progress, Inc.	2,135,000	Renewal	01/15/81	This contract's primary purpose is to continue provision of technical assistance to local SER affiliates by their national and field office staffs.
17. Department for the Aging-City of New York	4,815,000	Renewal	01/08/81	Same as #3.
Total	<u>\$15,316,737</u>			

a/This information was obtained from Labor documents which summarized these telegrams. We have not completed our verification of this information using the original telegrams.

b/The amounts shown represent fully executed awards or the amount Labor planned to award pending negotiations.

SUMMARY OF TITLE IV OYP-ADMINISTERED TELEGRAMS SENT
DURING THE FIRST 4 MONTHS OF FISCAL YEAR 1981 (Note a)

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
1. Northwest Regional Educational Laboratory (Portland, Oregon)	\$ 49,944	Modification	01/19/81	The demonstration project's objectives are to (1) explore the feasibility and assess the effectiveness of having varied organizations link with the private sector and public secondary schools; (2) assess the projects' impact on the youths served and their transition from school to work; and (3) provide a data base for an independent evaluation to assess the relative effectiveness among various community-based organizations as compared to other delivery agents.
2. City of Atlanta, CETA Director (Atlanta, Georgia)	53,449	Renewal	01/19/81	Same as #1.
3. Naid Center for Human Development, Inc., (Mason City, Iowa)	58,206	Modification	01/19/81	Same as #1.
4. Smokey House Project	90,000	New	01/05/81	The contractor's objectives are to provide school-to-work transition activities to economically disadvantaged youths in rural Vermont by imparting vocational skills in the agriculture and construction industries.
5. Delta Sigma Theta Sorority, Inc.	99,903	New	01/19/81	This effort represents an additional site for the Solo Parents project in Florida. Each Solo Parent site project is contracted to provide (1) an educational and training component, (2) child care, and (3) skills training.
6. Black Music Association	102,000	New	01/19/81	This project, targeted towards out-of-school youths seeking or enrolled in post secondary educational training, is to conduct an internship and pre-apprenticeship program for women and minorities in the recording industry.

	<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
	7. Gary Community School Corporation	\$122,939	New	12/18/80	This project proposes to demonstrate the effectiveness of career development linkages with the work world and other learning institutions by (1) exposing students to alternative careers and life styles, (2) keeping educators abreast of local labor market demands, and (3) providing guidance and placement services for graduating students in Gary, Indiana.
	8. National Association for the Southern Poor	150,000	Renewal	01/06/81	The contractor was funded to implement an Assembly Youth Demonstration project that is designed to serve a dual purpose by increasing services to communities through the employment of economically disadvantaged youths, aged 16-21, as youth community development specialists.
31	9. Youth Opportunities Unlimited (Los Angeles, Calif.)	150,000	New	01/19/81	This project will provide 50 Hispanic youths with pre-apprenticeship and on-the-job training and place them in a 3-year aviation apprenticeship program.
	10. Dr. Benson Penick	175,000	New	01/19/81	The Non-Traditional Technical Careers Exposure through Volunteers and Organizational Delivery Mechanism Project proposes to increase employability of disadvantaged adolescent mothers.
	11. Athletes for Better Education	199,200	New	01/16/81	The contractor proposes to operate a residential summer camp, school-year followup seminars, and college placement activities to a minimum of 1,200 high school student-athletes at three different sites. In addition, it intends to develop an extensive college and corporate network to provide meaningful summer job experiences that assist in defining career awareness and objectives for youths in the program.

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
12. Atlanta Junior College	\$200,000	New	01/19/81	The contractor will set up a basic skills program designed to improve the functional capacity of pre-trial released youths in reading, writing, and mathematics.
13. Martin Luther King, Jr. Center for Social Change	200,000	New	01/12/81	The contractor will provide (1) a demonstration project designed for joint agency funding to reduce crime and attacks against the elderly through the provision of youth escort and medical/social errand services, and (2) a project designed to improve the community through beautification and a residential numbering system.
14. National Council of La Raza (Wash. D.C.)	300,000	Renewal	01/19/81	Same as #1.
15. National Council of Negro Women, Inc.	304,775	New	01/19/81	This project will provide management assistance in capacity building for the community-based organizations that are affiliated with this contractor.
16. SER-Jobs for Progress, Inc.	345,000	Modification	12/30/80	The program's objective is to break the cycle of lack of education, unemployment, and poverty which afflicts many bilingual/bicultural minority youths, through a comprehensive bilingual educational program of individualized academic instruction, career awareness, and intensive counseling.
17. Recruitment and Training Program, Inc.	350,000	New	01/19/81	The contractor proposes to operate 3 sites in San Francisco, each serving 100 youths in a school-to-work transition program and 100 youths in a summer Career Exploration Program.

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
18. Marquette University	\$375,000	Modification	01/19/81	This modification will allow the contractor to (1) provide technical assistance (TA) to Upward Bound (UB)/CETA programs and other UB sites; (2) promote the replication of UB/CETA models; (3) assist prime sponsors and prime sponsor subcontractors in incorporating components utilized in the UB/CETA; (4) provide TA efforts on a region-by-region basis; (5) provide individual work with corporate leaders, and prime sponsors' and UB staffs to promote models; (6) publicize and disseminate quarterly newsletters; and (7) train 550 staff members from prime sponsors and 300 staff members UB/CETA and regular UB projects.
19. Center for Community Change, Inc. (Wash. D.C.)	400,000	New	01/19/81	Same as #15.
20. National Council of Negro Women, Inc. (New York, New York)	420,000	Modification	01/19/81	Same as #1.
21. Head Rest, Inc.	423,767	New	01/19/81	Project is to produce an agency self-evaluation guide focused on the host agency's goals, programs, management, and administration.
22. Recruitment and Training Program, Inc.	435,000	Modification	01/19/81	Same as #1.
23. Recruitment and Training Program, Inc.	470,000	Renewal	01/19/81	The Career Exploration Program is designed to assist 480 youths that are economically disadvantaged high school graduates or drop-outs, aged 16 to 21, by providing special career education, counseling, job referral, and placement services.

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
24. TEAM Associates, Inc.	\$498,086	New	01/19/81	Project is to survey prime sponsors to determine major occupations for which sponsors provide skills training. After which, competency-based curriculum with performance criteria assessment devices would be developed for each of these occupations.
25. National Urban League, Inc. (New York, New York)	500,000	Modification	01/19/81	Same as #1.
26. National Urban Coalition	650,000	Modification	01/19/81	The Alternative Volunteer Project is a volunteer assistance project testing the utilization of a volunteer one-to-one experience in leveraging resources for youths in gaining employment and other positive outcomes (school retention, higher education, and technical or skill training).
27. National Urban League, Inc. (New York, New York)	800,000	New	01/19/81	The contractor has proposed to provide capacity building assistance to local program operators of community based organizations and national organization's affiliates identified as experiencing difficulties in competing for local funds and in delivering programs effectively.
28. OICs of America, Inc. (Philadelphia, PA)	800,000	New	01/19/81	Same as #27.
29. SER-Jobs for Progress, Inc. (Dallas, Texas)	800,000	New	01/19/81	Same as #15.
30. St. Louis University Center for Urban Programs	800,000	Renewal	01/15/81	This modification will result in research activities focusing on the assessment and evaluation of program operations at 13 sites.

<u>Name of awardee</u>	<u>Amount (note b)</u>	<u>Type of award</u>	<u>Date of telegram</u>	<u>Description of project</u>
31. SER-Jobs for Progress, Inc.	\$1,155,790	Renewal	01/19/81	Project provides career awareness and vocational counseling to 1,080 Hispanic youths over 8 sites nationally during the summer.
32. Jobs for Arizona Graduates, Inc.	1,500,000	New	12/24/80	The contractor's demonstration project is designed to identify, screen, select, train, and place 3,000 high school students. Students will (1) be provided basic skill training, career guidance, counseling, and transitional services to prepare them for private sector employment; and (2) participate and compete in a youth development club.
33. National Football League Players Association	1,635,300	Renewal	01/15/81	The contractor proposes a continuation of its summer vocational exploration program in 10 cities nationwide during July and August 1981.
Total	<u>\$14,613,359</u>			

a/This information was obtained from Labor documents which summarized these telegrams. We have not completed our verification of this information using the original telegrams.

b/The amounts shown represent fully executed awards or the amount Labor planned to award pending negotiations.

