

EMPLOY-
MENT

AGENCIES



Alaska State Legislature

House of Representatives

LABOR & COMMERCE COMMITTEE

Pouch V
State Capitol
Juneau, Alaska 99811

Official Business

465-3783

January 12, 1982

Gentlemen:

Recent federal budget cuts are forcing the closure of many of this state's Job Service employment offices. In view of Alaska's high unemployment rate, it is obvious to me that some type of employment referral is necessary to enable the unemployed to find work. I believe the private business sector can fill this need.

I am proposing legislation which would turn this function over, in part, to private employment agencies. This system is being utilized successfully in several other states. I have enclosed a packet of information you may find interesting in that regard.

I am extremely interested in your comments, and would also welcome your testimony when this bill comes to hearing. I look forward to your response.

Sincerely,

A handwritten signature in cursive script that reads "Terry Martin".

Representative Terry Martin
Chairman

jfm

enclosure



Alaska State Legislature

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State Capitol
Juneau, Alaska 99811

Official Business

To: All Concerned with Unemployment

From: Representative Terry Martin, Chairman
House Labor & Commerce Committee

Subject: Potential Alaska Private Employment Voucher Program

Many of us are concerned about the recent federal cuts in public employment programs and the immediate affect it has upon the State of Alaska's unemployment problem. Most individuals or agencies directly responsible for helping the unemployed usually suggest increasing the staff and appropriations to meet the expected demands. Others suggest legislation and appropriations to "pick up" the federally-funded jobs and carry them under state or municipal agencies. Either solution would seriously hamper the administration's and legislature's efforts to hold the line on the state operating budget and state employment.

It has recently come to my attention that there is an alternative that is currently being used in Pennsylvania, California and Michigan which may well work for Alaska's unemployed. At least it seems worthy of consideration. Thus I have decided to send you the attached for your valued consideration and input.

At this time, I am also asking Mr. Bill Berrier to start a work draft for a bill titled:

"A bill to require State employment offices to use private employment services to locate jobs for unemployed individuals."

I would be most appreciative of any support and information you can give to this effort in trying to decrease our high rate of unemployed in Alaska.

Yours very truly,

A handwritten signature in cursive script that reads "Terry Martin".

Representative Terry Martin



United States
of America

Congressional Record

PROCEEDINGS AND DEBATES OF THE 97th CONGRESS, FIRST SESSION

Vol. 127

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No. 145

HELP FOR UNEMPLOYED

(Mr. FINDLEY asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. FINDLEY. Mr. Speaker, I am today introducing legislation to amend the Wagner-Peyser Act to require that State employment offices use a portion of their existing budget to utilize the private sector of the employment service profession to locate jobs for unemployed individuals and public assistance recipients.

This legislation is vital to millions of Americans seeking jobs. Now that the Government is engaged in meeting the challenge of budget cutting to bring us to a hoped-for sound economic base, it is of pressing importance that we rely once again on free enterprise and the private sector to assume that which it historically does faster, better, and more cost effectively than government.

It is critically important that we deal promptly with the current annual unemployment rate of over 8 percent, a rate which forecasters predict will not diminish within the foreseeable future.

In proposing this bill, I ask that we consider all the various costs to the Nation when 8 percent of the work force is without jobs. An 8 percent rate of unemployment adds enormously to expenditures by Federal, State, and local governments for unemployment compensation, welfare, and other forms of public assistance. It reduces tax revenues and decreases business and industry productivity.

The greater cost to a nation, however, is what unemployment breeds—discouraged, aimless young people, rising crime and vandalism, and enormous social, economic, psychological, and physiological pressures on the jobless and their families. This suffering, and the loss of individual dignity and self-worth, cannot be measured in monetary terms. It is, in the ultimate, devastating to the entire social fabric of our country.

Unfortunately, the public agencies charged with finding jobs for the unemployed have been less than successful. Even more unfortunately, the private sector of the employment services profession has been virtually shut out of our Nation's efforts to reduce unemployment.

The bill I am introducing today would change that. It would require that States which receive money under the Wagner-Peyser Act set aside a specified portion of their funds for private employment service placement efforts. A private employment service

would be paid its customary charge, up to a reasonable amount specified in the bill, if it found a job for an individual referred by a State employment office. The private agency would not retain full payment of its charge unless the individual stayed on the job for at least 100 days. The private agency would have to return 1 percent of its compensation for each day, under 100, that the individual for whom it found a job failed to stay employed by the same employer.

Although it would be up to each State to decide how to implement this program, a minimum of paperwork should be necessary. I would urge that a simple voucher system be used. Under such a system, a State employment service would provide each eligible individual with a voucher to present to a private employment service. If and when that service found a job for the individual, the voucher would be presented for payment to the appropriate State agency.

In order to insure that State and private agencies fully cooperate, the bill requires that: First, a set percentage of the State agencies funds be used for the program and second, the State agencies refer individuals to the private service on a proportionately representative basis. In other words, the State agency must refer a fair sampling of its clientele, not just those whom the public agency cannot place.

The bill also makes clear that States are not limited to using Wagner-Peyser Act funds in making use of private employment services. A State may use any funds properly available to it for obtaining jobs for individuals who receive Government benefits or assistance to secure the aid of private employment services.

Mr. Speaker, the Wagner-Peyser Act was written in 1933, in the depths of the Great Depression, when the widespread unemployment of that era directly affected one-third of the population of the United States. This act created the U.S. Employment Service and a Federal-State partnership to establish what was in effect an emergency network of State-run employment offices to find jobs for the unemployed.

No one could foresee, in the dire straits of the Depression of 1933, that the U.S. Employment Service created by the Wagner-Peyser Act would prolong itself almost 50 years, involve itself in activities far exceeding its original mandate, and render its original purpose—to find jobs for the unemployed—one of its lesser activities.

In the past decade, the number of people actually placed in jobs by the

USES has declined drastically. Placements dropped from 6.6 million in 1966 to less than 4 million last year. Of perhaps equal significance is a Government Accounting Office report on USES which observes that the bulk of these placements were not permanent positions, and many were of a temporary nature.

In the mid-1970's, while job service files were filled with the names of millions of unemployed, USES turned to recruiting job candidates at managerial levels, using radio, television, newspapers, and the yellow pages, seeking to place attorneys at \$50,000 a year, engineers at \$40,000, machinists at \$20,000—all people then currently employed.

In the last decade the U.S. Employment Service opened offices in affluent suburbs, close to a skilled work force and managerial-level job candidates. Obviously, such actions fail to serve the jobless of the inner city. The State of Colorado Division of Employment came under fire in recent years for failing to help the jobless and disadvantaged. A former president of the Colorado Labor Council served as a consultant in an investigation of that State's employment service, and, according to the Rocky Mountain News, said that the Colorado Employment Service has been inefficient in helping minority and first-time applicants in finding jobs and training.

The investigation of the Colorado Job Service stemmed from a suit filed in 1973 by the AFL-CIO and several community organizations, among them the NAACP. The suit charged that the employment service obtained \$48.7 million in Federal money over 5 years to run a program for poor and disadvantaged persons but never seriously did so. This suit was settled out of court when the Labor Department promised to investigate, and several top Colorado Employment Service officials resigned.

Failure to place long-term unemployed in satisfactory numbers has led to the severe depletion of several States unemployment trust accounts.

The record just reviewed is not an indictment of the U.S. Employment Service per se, or of its staffs, which contain many earnestly committed and effective people. Rather, it is an example of a Government agency no longer able to perform the task for which it was originally established. Times have changed. Employers today view USES' job placement offices as unemployment offices and too often refuse to use them.

The failure of USES to find jobs for the unemployed led, in 1972, to the in-

volvement of the private sector employment services in California in a pilot program called the California Private Employment Project II. The State of California contracted with private employment services to find jobs for able-to-work welfare recipients—saving, in the process, \$300,000 in unemployment and welfare payments. Approximately 54 percent of the individuals placed by private employment services stayed on the job 90 days or more. This success gave the State of California a 3-to-1 return on its investment.

A similar program was successful in Michigan where six Oakland County private employment services were involved in a federally funded project to find jobs for State aid to dependent children clients. The purpose of this experimental project was to reduce the welfare rolls through utilization of private enterprise. Using private employment services to interview in depth, motivate and place these people in gainful employment, Michigan demonstrated that the service charge paid to the private employment offices saved vast sums when compared with monthly and yearly State public assistance payments.

Unfortunately, the pilot projects in Michigan and California met a predictable amount of resistance within State governments. State employees were not particularly cooperative with plans to enlist the help of the private sector. A scarcity of referrals to private employment services developed when the pilot projects were finally activated. States were slow in processing possible job candidates. When public assistance recipients were finally referred to private employment offices, the candidates were not well motivated, nor well informed about the project, even though many of them proved willing to have the private employment offices look for jobs for them.

In 1980, the Department of Welfare of the Commonwealth of Pennsylvania studied the results of the Michigan and California pilot programs and started the Pennsylvania employables program to use private employment services to find jobs for able-to-work welfare recipients. The Pennsylvania program has been so successful that it was renewed for the year 1981. A bill in the Pennsylvania legislature now proposes to make the program permanent.

The private employment agencies in Pennsylvania placed, as of June 31, 1981, 20 percent of the candidates referred to them versus 11 percent for the State employment agencies, and were paid on a contingency basis a total sum of under \$300,000. The State saved over \$1.5 million in cash assistance payments.

Although the State of Pennsylvania had originally authorized over \$645,000 to pay the private sector employment services' charges in 1980, less than 10 percent of that sum was used that year due to delays in departmental processing, and the resulting low numbers of job applicants referred by the Department of Welfare. However, in a survey at the end of 1980, over 90 percent of the private employ-

ment services participating in the Pennsylvania employables program desired to continue.

The savings in these programs are not just in State and Government funds, but also in human values—in regular wages and restored dignity for the worker, in renewal of hope for individuals and families and alleviation of suffering.

Mr. Speaker, the Wagner-Peyser Act was our Nation's response 50 years ago to a major crisis in our history. We face a crisis again today as we seek to reduce Government in many areas, and to cut spending so that our Nation may not only survive—but grow. We truly should not and cannot continue to provide and pay for Government services where the private sector can do the job more effectively and at less cost. The challenge we face today is different—different in scope, different in quantity, and different in terms of the solution needed. The bill I have introduced today can meet today's employment problems in a realistic and cost-effective manner. I urge my colleagues to study it and I welcome their support.

Text of the bill follows:

H.R. 4738

A bill to amend the Wagner-Peyser Act to require State employment offices to use private employment services to locate jobs for unemployed individuals, and for other purposes

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

FINDINGS

SECTION 1. The Congress finds and declares that—

(1) the Nation has suffered substantial and unacceptable unemployment and underemployment imposing numerous varied and escalating economic and social costs including—

(A) increased expenditures by Federal, State, and local governments for unemployment compensation, public assistance and other transfer payments as well as reduced tax revenues;

(B) decreased business and industry productivity and increased tax burdens; and

(C) exposure of many families to economic, social, psychological and physiological costs, including disruption of family life and loss of individual dignity;

(2) the private employment service profession has over 10,000 offices, many in locations not served by State employment offices, and over 50,000 professional employment counselors available on a contingency basis to assist the unemployed in quickly finding permanent employment;

(3) government at all levels has failed to use adequately the resources of private employment services in accordance with government policies to increase reliance on the private sector, including Office of Management and Budget Circular A-70, despite the proven cost-effectiveness of such services and the great need to find employment for the Nation's unemployed;

(4) the State programs which have used the resources of private employment services to find jobs for the unemployed have been proven successful; and

(5) government at all levels should make use of private employment services in order to aid unemployed persons and to reduce unemployment in the States.

PURPOSE OF THE ACT

SEC. 2. The purpose of this Act is to require States to use private employment services to aid the unemployed in finding jobs in the most cost-effective manner possible.

AMENDMENT

SEC. 3. Section 8 of the Act of June 3, 1933

(29 U.S.C. 498), popularly known as the Wagner-Peyser Act, is amended—

(1) by inserting "(a)" after "SEC. 8."; and

(2) by adding at the end thereof the following new subsection:

"(b)(1) Any State desiring to receive funds under this Act for any fiscal year beginning on or after October 1, 1982, shall, by the agency designated to cooperate with the United States Employment Service, submit to the Director such amendments to the plan submitted under subsection (a) as may be necessary to insure that not less than 25 percent of the funds made available under this Act during any such year will be used for the purpose of securing the assistance of private employment services to obtain jobs for unemployed individuals in accordance with the requirements of this subsection. The amendments submitted by the State agency shall insure that individuals referred by that agency to private employment services proportionately represent, on the basis of job skills and experience, the individuals served by such agency. If such amendments are reasonably appropriate and adequate to carry out such purposes, they shall be approved by the Director and due notice of such approval shall be given to the State agency. The Director shall, to the extent feasible, take final action on all amendments within 60 days of the date of their submission.

"(2) The amendments submitted by the State agency shall describe the nature of the contracts into which it intends to enter for the purposes of this subsection. Such contracts shall provide for compensation to private employment services on the basis of the success of such service in obtaining employment for unemployed individuals. Such compensation shall not exceed an amount equal to the lesser of—

"(A) that employment service's normal placement charge, or

"(B) a rate of one percent per thousand dollars of the first year's earnings of the individual so placed in employment, not to exceed 25 percent.

"(3) An employment service shall be entitled to full payment of the compensation computed under paragraph (2) only if the individual for whom such service has secured a job remains in the employ of the employer to whom the individual was referred for at least 100 calendar days. If an eligible individual leaves such employ after less than 100 calendar days, the private employment service shall be entitled to an amount equal to one percent of such compensation for each day the individual remained on the job.

"(4) No payment made in accordance with a contract which complies with the requirements of this section shall be deemed to violate section 211 of title 18, United States Code.

"(5) Such placements as shall be made by private employment service under this subsection may be statistically credited, for employment purposes, to the State agency.

"(6) A State may use funds properly available to it for obtaining jobs for individuals who receive government benefits or assistance to secure the assistance of private employment services for such purpose.

"(7) For the purpose of this subsection—

"(A) the term 'private employment service' means any person or entity regularly undertaking for compensation to procure employees for an employer or to procure for employees opportunities to work for an employer and includes an agent of such person or entity; but shall not include any agency or service of the United States, any State, or political subdivision thereof; and

"(B) the term 'State' includes the District of Columbia, the Commonwealth of Puerto Rico, Guam, the Virgin Islands, American Samoa, the Northern Mariana Islands, and the Trust Territory of the Pacific Islands."

EFFECTIVE DATE

SEC. 4. The provisions of this Act shall take effect 30 days after the date of its enactment.



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF PUBLIC WELFARE
HARRISBURG, PENNSYLVANIA 17120

November 19, 1979

Area Code 717
Tel. 783-2874

DEAR PRIVATE EMPLOYMENT AGENCY:

Thank you for expressing interest and agreeing to participate in the Department of Public Welfare's Private Employment Agency Voucher Program.

I am enclosing for your information the instructions we have developed for the use of the voucher as well as the name, address, and telephone number of those County Assistance Offices involved in the initial distribution of the voucher.

Vouchers have been distributed to the counties, and the screening process of clients has begun. The first clients will be receiving vouchers within the week.

We have high hopes that this cooperative venture between the Department of Public Welfare and the Private Employment Industry will prove to be of significant benefit to our Public Assistance clients.

The Voucher Program is an experiment; as such, we are interested in any comments which will help it work more efficiently. Please feel free to contact me with any suggestions or questions.

Sincerely,

Craig E. Ford, Staff
Employment Programs Unit
Office for Family Assistance

Enclosures

PENNSYLVANIA EMPLOYABLES PROGRAM (PEP)

(FOR GA CLIENTS ONLY)

The Pennsylvania Employables Program represents two elements as legislated in 1976: (1) it requires the registration of all non-exempt recipients (other than those already provided for under WIN), and (2) mandates the Department of Public Welfare to conduct pilot programs to explore various methods of moving clients into employment and training. It is this second element which is known as the PEP program as currently operated. Following are the 3 major components which may be translatable to other states:

1. Private Employment Agencies

The law creating PEP specified that among the pilot programs to be conducted must be a linkage with private employment agencies, based on the premise that the private market will be more successful in placing hard-core unemployed people into jobs than government agencies have been. We implemented this component by contacting all licensed private employment agencies in PEP counties, offering them participation through the use of a voucher system. Local public assistance offices select appropriate employable clients, present them with a voucher which they, in turn, present to the employment agency of their choice for a maximum of \$1,000 per job placement (see attached material for details).

2. Office of Employment Security

The Department has entered into an agreement with the State's Office of Employment Security to employ special staff in three pilot counties to deal exclusively with PEP clients. This is based on the premise that OES does not have the resources to deal with the hard-core unemployed, particularly in times of high unemployment. It is important that an effective information feedback system is in place to allow the two agencies to deal promptly with matters of cooperation and support services.

3. The PEP Direct Component

We regard this as the most interesting and most effective method currently at our disposal. Local assistance office participation is on a voluntary basis at this time since little or no additional staff resources are made available for the operation of this component. The premise is that local staff are frustrated because of what appears a slow movement of their clients through other systems once a referral is made and the lack of feedback and follow-up on action taken. Participating local offices are permitted to waive the standard ES registration of those clients they deem appropriate to work with directly, using whatever community resources are available without having to rely on another agency for accountability of action. Without acting as an employment agency, our local offices use any resources available to them in the community to require selected clients to cooperate in taking advantage of such resources. If there is non-cooperation, the local office has immediate authority to act without having to gather information from other sources.

- 2 -

Because of federal restrictions on AFDC, the PEP program currently serves only the totally state-funded general assistance population. This, in turn, gives the State internal flexibility to gear its own policy towards shifting the burden of responsibility onto the client for cooperation. In other words, to be successful, the program must have a sound and workable sanction and adjudicated policy to draw from. Current Welfare Reform legislation pending in this State provides for revision in our sanction policy which will put further emphasis on client responsibility. It is for this reason that the attached material is still in the draft stage, even though we have been operating with it since November of 1979.

I am also attaching a copy of our Monthly Report, Page 2 of which gives a summary of the first full year's operation, while the other sheets represent the activities of the month of October 1980.

Please be aware that many other elements enter into the development of this program, dealing with political and fiscal realities and, foremost, with a variety of attitudes which can be found throughout a vast system such as ours. To us, PEP represents one initial stepping-stone to reverse the notion that the application and receipt of public assistance is simply another resource to the individual rather than the last resort after all other personal efforts have been exhausted. The frustration of our local workers, which I mentioned earlier, is based on the knowledge that a certain segment of their clients has become accustomed to public dependency as a way of life and that a certain skill and cynicism has been

developed among those clients to "play the system" and its regulatory structure which, to date, puts the burden of proof and effort on society, as represented by the system, rather than on the person who is seeking the system's support.

In addition to the figures shown on our Reports, which indicate maximum return from a small investment, we are clearly learning that if a program such as this keeps itself to a minimum paper operation and a maximum clarity on policy, much of the sense of helplessness which has developed among local staff over the last two decades can be reversed, resulting in greater productivity and reduction of dependency.

Should you have any questions regarding further detail, please feel free to contact Mr. Willy F. Groninger, Director, Division of Employment Programs, Bureau of Employment Programs, Office of Income Maintenance, Department of Public Welfare, P.O. Box 2675, Harrisburg, Pennsylvania 17120, telephone: Area Code 717 - 783-2874.

WFG:bjc
3-19-81

FACT SHEET

Of 9 million unemployment compensation recipients in 1980, over half (5 million) were never placed in jobs. Average length of time collecting unemployment compensation - 17 weeks (approx. 4 months).

Unemployment compensation benefits, total paid nationwide: 15 billion.

Annual rate of unemployment, October, 1981: 7.5 million, and accelerating.

In the last six months (1981) the Pennsylvania Employables Program paid over \$300,000 to private sector employment services and saved (for the state) over 1.5 million in benefits. (On a national basis - a projected saving in public assistance payments of over \$2 billion per annum.)

An AFL-CIO report states that for every 1% reduction in unemployment, the national treasury could save 25-30 billion dollars.

GAMOT - Gate Applicant Master Order Technique allows USES Job Service to set up desks in employer offices to screen and interview applicants. This service rendered gratis by Federal government. But millions of inner-city unemployed failed to be placed in jobs by USES.

Test programs in Michigan and Pennsylvania showed average placement rates, by private employment services, of 20%, utilizing AFDC recipients and UC recipients.

Plus points for private sector employment services:

House Bill #4738 proposes a voluntary program - you do not have to participate if you do not wish to.

But participation by our profession will give it the national recognition it deserves.

Private sector employment services in California, Michigan and Pennsylvania indicated they were willing to continue participation.

USES/Job Service will need to direct its priorities, staff, etc to the unemployed, and modify or eliminate advertising, management recruitment, etc.

CAN THE PRIVATE SECTOR HANDLE 9 MILLION UNEMPLOYMENT COMPENSATION RECIPIENTS?

If just 25% of the private employment service offices participate in the Private Sector Employment Service Program the number of job offices available to the nation's unemployed will have been doubled. The number of placement counselors will have been tripled, approximately, since in the private sector nearly everyone involved is in a placement capacity.

The private sector has the capacity and the expansion potential to handle an added load, not being subject to procedural delays, authorizations and paperwork as found in government agencies.

Processing of the job applicant in the private sector is more efficient because the private employment service offices do not specialize in counseling sessions, special group studies, evaluations and liasons, organization of community support agencies or employer visitations. All interviewing and consultations are geared for one thing - finding the applicant a job promptly.

IS THE USES/JOB SERVICE PLACEMENT ACTIVITY MORE COST-EFFECTIVE THAN PLACEMENTS BY THE PRIVATE SECTOR?

The private sector would be pleased to provide a comparison of our per capita cost placement figures, which are demonstrably accurate, with that of the USES, if the USES figures can clearly and accurately be determined by anyone.

Until 1979, USES figures for budgetary requirements were based on "transactions," which included counseling, interviews, numbers of job applicants sent on interviews with or without resulting job placement, etc. Budgetary allocations are still based on formulae for these years. Placements are now counted in three ways: Those lasting 3 days, called temporary, equivalent to private sector temporary help services. Two categories are called permanent: those from 3 to 150 days, and those over 150 days. These definitions are based on the Job Service interviewers' assessment of the length of employment.

TO WHAT EXTENT WILL THE PRIVATE SECTOR REQUIRE MANAGEMENT ASSISTANCE, FORMS, PROCEDURES INSTRUCTION, ETC. FROM THE GOVERNMENT?

In pilot programs in California, Michigan and Pennsylvania, paperwork was kept to a minimum. A simple voucher system, issued by the local USES office, is suggested.

Time is of the essence. We face a national emergency with an unemployment rate at 8% and many state unemployment funds bankrupted. House Bill HR 4738 needs to be effected swiftly in order to put the unemployed back to work.

SOME QUESTIONS AND ANSWERS ABOUT HR 4738, THE PRIVATE SECTOR EMPLOYMENT SERVICE BILL

HOW WILL THE OPERATION OF THE USES AND STATE JOB SERVICES BE AFFECTED BY A 25% BUDGET TRANSFER?

Undoubtedly there will be a realignment of USES and Job Service duties and priorities. One outcome could be a reduction, if not elimination, of funds spent on advertising in newspapers, Yellow Pages, radio and television, direct mail, etc. This money could be applied to retaining qualified personnel. Curtailment of management-level recruiting, and interviewing and screening of job applicants for the employer at the employer's place of business, the reduction of paperwork and like procedures, would allow for further savings to be applied to USES operations.

WILL THE HARD-TO-PLACE (LAST HIRED, FIRST FIRED) BE HELPED?

Test cases in California, Michigan and Pennsylvania have shown good-to-excellent results. In the latest Pennsylvania Employables Program, the private sector employment services participating in this program placed 27% of referrals; an average of 20% were placed in July and August. Private employment services were paid \$100,000, while savings to the State were \$250,000.

WILL THERE BE AN OPPORTUNITY FOR FAVORITISM AMONG PRIVATE SECTOR EMPLOYMENT SERVICES PARTICIPATING IN THE PROGRAM?

Unemployment Compensation recipients and others being referred to the private sector of the employment service profession will be given a list of private employment service offices in their county, city or local vicinity, and will choose from these.

SHOULD THE PRIVATE SECTOR EMPLOYMENT SERVICES PARTICIPATING IN THE PROGRAM GIVE A SPECIAL RATE OR DISCOUNT TO THE GOVERNMENT?

An upper limit on service charges has been described in House Bill HR 4738 that is both reasonable to the private sector and protective of the government. Placement of unemployment compensation recipients and others is essentially not an easy undertaking; private employment services should not be expected to take less than their usual service charges, especially when finding jobs for these applicants will result in considerable savings to the Government.

(The maximum service charges are: 1% per thousand to a maximum of 25%. For example, an individual placed at \$7,000 per year would require a service charge of \$495 [7% of \$7,000]. If placed at \$9,000 a year it would be 9% of \$9,000 or \$810.)

In Pennsylvania, private employment services participating in the PEP program were offered \$75 for each individual they "counseled" whether or not that individual was ever placed in a job. They unanimously rejected this offer, preferring to be paid only when the applicant was found employment.

The livelihood of the private sector employment services depends on referrals from satisfied jobseekers and client companies. They are obligated therefore to work in an ethical and satisfactory manner.

PLEASE WRITE YOUR CONGRESSMAN TO SUPPORT AND SPONSOR HOUSE BILL HR 4738

Employment Opportunities Subcommittee
of
House Committee on Education and Labor

DEMOCRATS

Chairman: Augustus Hawkins (California)
Bill Clay (Missouri)
Ted Weiss (New York)
Baltasar Corrada (Puerto Rico)
Paul Simon (Illinois)
Harold Washington (Illinois)

REPUBLICANS

James Jeffords (Vermont)
Thomas Petri (Wisconsin)
Millicent Fenwick (New Jersey)
Lawrence DeNardis (Connecticut)

Address: House of Representatives
Washington, D. C. 20515

Employment and Productivity Subcommittee
of
Senate Committee on Labor and Human Resources

REPUBLICANS

Chairman: Dan Quayle (Indiana)
Paula Hawkins (Florida)
Don Nickles (Oklahoma)
Orrin Hatch (Utah)

DEMOCRATS

Howard Metzenbaum (Ohio)
Edward Kennedy (Massachusetts)
Cairborne Pell (Rhode Island)

Address: United States Senate
Washington, D. C. 20510

PRIVATE EMPLOYMENT AGENCY VOUCHER PROGRAM

Act 202, Section 405.1, indicates that Private Employment Agencies, along with other resources, shall be experimented with, in order that bona fide full-time employment be secured for non-exempt general assistance recipients. An experimental program, using a voucher to secure the services of a Private Employment Agency, will be instituted in Allegheny County (South-east District), Blair County, Crawford County, Lehigh County, Luzerne County, Lycoming County, Montgomery County, Philadelphia County (Boulevard District).

Additional counties may be phased in if funds are found to be sufficient to permit expansion.

The use of Private Employment Agencies to locate jobs for general assistance clients is intended to be an augmentation to other efforts of the CAO to obtain employment for their clients. It is not to be the sole resource of the employment unit.

All licensed Private Employment Agencies in the State have been contacted to determine their willingness to participate in the program. These agencies, and only these agencies, may be used by DPW clients. (Attachment #1. The list of participating agencies will be updated as necessary).

Instructions for Use of Voucher

The Pennsylvania Employables Program Services Voucher (PA 279-11-79) will consist of six copies; each copy marked as to distribution, and will be controlled by the voucher number found in the upper right hand corner of the form. (Appendix II)

Initial Preparation:

1. Client is selected by the Employment Coordinator. Determination of appropriate clients should be based on the employability plan, with emphasis given to clients who have employment skills, but who need assistance in selling themselves.
2. Section I of the form is completed by the CAO. Each blank should be completed as indicated, with particular attention given to the correct date of issue and authorized signature (usually the Employment Coordinator).
3. Client is oriented on the use of the form, provided with the list of participating employment agencies, and informed of his responsibilities and possible sanctions for refusing a job or failure to report to a job, and is given a basic understanding of the operation of Private Employment Agencies.
4. The entire voucher (six copies) is presented to the client to be taken to the participating employment agency of his choice.
5. The Employment Coordinator will maintain a log of issued vouchers and follow up at least bi-weekly on the client's progress in securing employment.

Private Employment Agency:

1. Client proceeds to the Private Employment Agency of his choice.
2. Upon securing employment, the recipients will give voucher to agency who will complete Section II and have the recipient complete Section III.
3. The Private Employment Agency sends copies 1 through 4 to the County Assistance Office.

The agency retains the last two copies.

4. Private Employment Agency prepares an invoice on their billhead, sends the original and two copies with one copy of the voucher to:

Comptroller's Office
Pre-Audit Division
Department of Public Welfare
Box 2675
Harrisburg, PA 17120

CAO Verification:

1. County Assistance Office receives four copies of Voucher from Private Employment Agency. Checks with client to confirm starting date of job, employer, and rate of pay.
2. Completes Section IV of Voucher and sends three copies of voucher to:

Employment Programs Unit
Office for Family Assistance
Dept. of Public Welfare
234 Health & Welfare Building
Harrisburg, PA 17120

10-Week Follow-Up

Ten weeks from the agreed to starting date of the job, a Follow-up Employment Verification Form will be distributed to the Private Employment Agency to determine the final result of the placement. Instructions for the completion of this form will be contained in a separate document.

CEF:cas

February 1, 1980

SUBJECT: Completed Draft PEP Regulations and Reporting Forms for
PEP-PEA, PEP-OES, PEP Direct, and CETA Special Grant.

Executive Directors of all PEP Counties Involved

FROM: George A. Shuman, Jr., Staff *Gas*
Employment Programs Unit
Office for Family Assistance

Please find attached information for your use and implementation for PEP-OES:

1. Copy of overall PEP Plan.
2. Explanation of PEP Voucher Program.
3. List of Private Employment Agencies participating in the program.
4. List of County Boards of Assistance participating in the program.
5. Complete Draft PEP Regulations and Reporting Forms for all Subject PEP Components.

Please see attached Draft PEP Regulations and Reporting Forms for your utilization until final issuance under PAEM.

Please submit all future reports based on attached format, starting February 1, 1980, for the month of January. Duplicate reporting forms in the attached package.

We will be requisitioning printed forms pending integration of regulations in the PAEM.

GAS:cas

cc: Mr. Bernstein
Mr. Ford
Mr. Groninger
Ms. Hershey
Mr. Shuman
file

WRAFT

A COMPREHENSIVE PLAN FOR PUBLIC ASSISTANCE CLIENT EMPLOYMENT

INTRODUCTION

The purpose of this Plan is to reduce economic dependency among employable public assistance recipients by moving them off the welfare rolls into productive employment.

The Department of Public Welfare has in the past been involved in various aspects of Federal and State funded manpower programs. The Department's interests are focused on two specific issues:

- a) Its role as an employer and trainer, with Departmental installations having an ongoing need for auxiliary manpower;
- b) Its mandate to promote self-support and self-sufficiency for its Public Assistance clients through coordinated use of community employment and training resources.

To date, effective coordination between the various programs has not taken place. It is the purpose of this Plan to develop such coordination through the implementation of a two-step program:

First Step: Distribute existing programs and their fiscal resources to strategically selected counties based on local criteria (see 3 below).

Second Step: Following a thorough evaluation of Step One, integrate all available resources at the local level into a single CBA employment unit, establishing a model which could then be applied to all 67 counties.

2. THE ISSUE

Both the Labor Market and public and private employment agencies have traditionally been geared towards the labor exchange principle; i.e., matching skilled workers with employment needs.

In order to bring the Public Assistance client to an equal footing with the average job seeker, the following elements are necessary:

- a) assessment of the individual client, recognizing social, medical and other problems which may be barriers to training and employment;
- b) mobilizing the social service resources to remove barriers;
- c) advocacy for the client with public and private employment agencies, employers and trainers;
- d) a structural follow-up system, which includes a uniform and fair sanction policy;
- e) a realistic minimum administrative process;
- f) a central administrative capacity for policy development, planning, evaluation, resource development, and accountability.

In its role as an employer of its own clients, the Department will give preference to those clients in all training and employment opportunities. This principle will be promoted with other public and private agencies with which the Department works.

THE PLAN -- STEP ONE

At present, a variety of mandated and optional programs are either operating or available to the Department. The mandated programs are:

- a) WIN, mandated by Title IV-C of the Social Security Act, operating in 27 counties requiring certain ADFC clients to register for training or employment.

4. THE PLAN - STEP TWO

An extensive evaluation by professional non-program researchers of all ongoing programs described in Step One will be undertaken, forming the base for the implementation of Step 2. At this time, we hypothesize that such an evaluation will point towards a total &...comprehensive integration of programs and funding streams for a centralized employment unit at each CEA.

In addition to the functions described in Item 2 above, this Unit will:

- a) be the single intake point for all new Public Assistance applicants, to provide initial employability and trainability screening. All clients found employable or trainable will be referred immediately to available resources. Client claims of unemployability will be verified through existing procedures, and appropriate referral for IM will be made or denied;
- b) be notified by IM of any client status changes, relating to potential employability or trainability, upon re-determination, using the same procedure described in a) above.

5. ADDITIONAL CONSIDERATIONS

The entire employment unit effort will depend largely on the expanded utilization of already available Title XX and WEN Social Service support funds. For many clients, willingness to work or be trained for work is not the problem, but rather the ability to remove barriers such as child care, transportation, physical problems, mental problems, and certain artificial legal barriers. It will be the responsibility of each CEA employment unit to maintain a catalogue of available in-house and community-based social service resources to remove employment barriers.

There will be an ongoing effort to minimize internal and inter-agency paper flow, without jeopardizing total accountability.

Knowledge gathered from the evaluation of the private employment agency contracts will be utilized in developing new contracts of this nature, applying the principles developed in this Plan.

6. RECOMMENDATION FOR THE UTILIZATION OF PEP FUNDS AND INITIAL FUNDING OF A LIMITED "PENNA. CAREERS PROGRAM"

Under the Governor's Special Grant and the prime sponsor arrangements, a total of \$366,000 of non-PEP, federal money will be generated covering eight counties. When combined with nine PEP counties to be covered by Private Agencies and BES, a total of 17 counties results receiving new PEP or federal funds. In addition, most of the 10 counties which operated in-house programs under PEP II have gathered so much positive experience and enthusiasm that they are willing to continue to operate PEP without additional resources. This would increase the total to at least 24 counties of full PEP operations. In other words, nine PEP funded counties would be complimented by an additional 15 non-funded counties carrying out the same program.

Our recommendation for the most effective use of the \$1,086,000 PEP appropriation is as follows:

8 PEA's and one BES (9 counties)	\$645,000
Evaluation	30,000
Headquarters Administration	45,000
Penna. Careers Program	366,000
	<u>\$1,086,000</u>

The amount of \$366,000 equals that of the federal funds becoming available through the CETA activities outlined above. This amount would generate approximately 36 trainee level positions which would be filled by Public Assistance recipients under the new "Penna. Careers Program". These

positions could be strategically allocated among all counties carrying PEP programs, giving clerical and sub-professional support to the PEP units while preparing incumbents for unsubsidized employment. It is sound policy to have our own offices involved in training of their own clients in addition to using outside public and private resources.

Quest Employment Agency
PO Box 3144
Anchorage, AK 99510

A&J Ltd, dba
Snelling and Snelling Employment Agency
515 D Street Suite 202
Anchorage, AK 99501

Vietnam Veterans Outreach Room 409, Capitol
Vet Center, Room 101
550 W. 8th Avenue
Anchorage, AK 99501

Edmund Orbeck, Commissioner Representative Bylsma
Department of Labor Room 220, Lehrends
M/S 0700

Billy G. Berrier, Director Art Ruben, Manager/Owner
Legal Services Snelling and Snelling
Room 601, Court Building 515 D Street, Suite 202
Anchorage, AK 99501

Senator Bob Mulcahy A.G. Zillig, Director
Room 119, Capitol Div. of Employment Security
PO Box 3-7000
Juneau, AK 99811

Governor Jay Hammond Glenn Lundell
M/S 0101 Deputy Commissioner
Department of Labor
M/S 0700

Lt. Gov. Terry Miller Dennis Osterdock, Chairman
M/S 0111 Employment Security Board
SR Box 31201
Fairbanks, AK 99701

Representative Al Adams Adams & Associates, Inc.
Room 507, Capitol 2435 Bank of Calif. Cntr.
900 4th Avenue
Seattle, WA 98164

Representative Jack Fuller Cit. Employment Agency
Room 204, Capitol 313 E Street
Anchorage, AK 99501

Speaker Joe Hayes North Employment Agency
Room 214, Capitol 519 West Fourth Avenue
Anchorage, AK 99501

Representative Gardiner Northwest Employment Agency
Room 24, Capitol PO Box 8-9188
1569 S. Bragaw, Suite 200
Anchorage, AK 99508

Representative Rogers Shirley Moore
Room 217, Behrends Peninsula Employment Agency
PO Box 2698
Soldotna, AK 99669

Lynn,

While bill work draft is being worked on, please obtain from the Dept. of Revenue or Div. of Occupational License or Dept. a list of all private employment agencies in Alaska.

Prepare letter for them telling of introducing of bill and ask for written testimony or can they make personal appearance on date.

contacted
Labor Standards & Safety
1/11 am - They will send list over

Labor Standards
& Safety 4870

STATE OF ALASKA

DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION

JAY S. HAMMOND, GOVERNOR

P.O. BOX 630
JUNEAU, ALASKA 99811
PHONE: 465-4870

January 11, 1982

The Honorable Terry Martin
Representative
Alaska State Legislature
Pouch V
Juneau, AK 99811

ATTN: Joan Matthews

Dear Representative Martin:

Per your request, enclosed are private employment agency permits licensed with the Department of Labor.

Adams & Associates, Inc.
243 1/2 Bank of California Center
900 4th Avenue
Seattle, WA 98164 (206) 624-5022

City Employment Agency
313 E Street
Anchorage, Alaska 99501 272-6501

North Employment Agency
519 West Fourth Avenue
Anchorage, Alaska 99501 277-8682

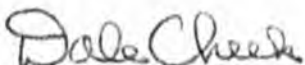
Northwest Employment Agency
P. O. Box 8-9188
1569 S. Bragaw, Suite 200
Anchorage, Alaska 99508 338-4900

Shirley Moore
dba/Peninsula Employment Agency
P. O. Box 2698
Soldotna, Alaska 99669 262-4934

Quest, Inc.
dba/Quest Employment Agency
P. O. Box 3144
Anchorage, Alaska 99510 276-8838

A. & J., Ltd.
dba/Snelling and Snelling Employment Agency
515 D. Street, Suite 202
Anchorage, Alaska 99501 272-5544

Very truly yours,



Dale Cheek

Director

Labor Standards and Safety

Enclosures

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. 73426

Agency Permit No. 82-A-02

This is to Certify that ADAMS & ASSOCIATES, INC.

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as

ADAMS & ASSOCIATES, INC.

for one year commencing APRIL 1 1981

and expiring MARCH 31 1982

Given under our hand and seal this 10th *day of* MARCH 1981

Commissioner of Labor

By DONALD R. WILSON

His Authorized Representative

AS. 23. 15. 340

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. 096517

Agency Permit No. 82-A-03

This is to Certify that CARMAN F. and DANNA G. NYSTUEN

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as

CITY EMPLO 'MENT AGENCY

for one year commencing APRIL 1 19 81

and expiring MARCH 31 19 82

Given under our hand and seal this 25th *day of* MARCH 19 81

Commissioner of Labor,

By *Donald R. Wilson*
DONALD R. WILSON

His Authorized Representative

AS. 23. 15. 340

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. 16687

Agency Permit No. 82-A-01

This is to Certify that NORTH EMPLOYMENT AGENCY, INC.

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as

NORTH EMPLOYMENT AGENCY, INC.

for one year commencing APRIL 1 19 81

and expiring MARCH 31 19 82

Given under our hand and seal this 31st *day of* MARCH 19 81

Commissioner of Labor

[Handwritten Signature]

By *[Handwritten Signature]*

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. _____

Agency Permit No. 82-A-06

This is to Certify that NORTHWEST EMPLOYMENT AGENCY a division of NORTHWEST TECHNICAL SERVICES, INC.

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as

NORTHWEST EMPLOYMENT AGENCY

for one year commencing APRIL 1 1981

and expiring MARCH 31 1982

Given under our hand and seal this 27th *day of* MARCH 1981

Commissioner of Labor.

By *Donald R. Wilson*
DONALD R. WILSON

His Authorized Representative

AS. 23. 15. 340

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. BL 028036

Agency Permit No. 82-A07

This is to Certify that SHIRLEY MOORE

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as

PENINSULA EMPLOYMENT AGENCY

for one year commencing SEPTEMBER 3 1981

and expiring MARCH 31 1982

Given under our hand and seal this 3rd *day of* SEPT. 1981

Commissioner of Labor

By

DON R. WILSON

His Authorized Representative

AS. 23. 15. 340

POST THIS PERMIT IN A CONSPICUOUS PLACE IN THE AGENCY

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. 008936

Agency Permit No. 81-A-04

This is to Certify that QUEST, INC. dba/QUEST EMPLOYMENT AGENCY

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as

QUEST EMPLOYMENT AGENCY

for one year commencing APRIL 1 1981

and expiring MARCH 31 1982

Given under our hand and seal this 1st *day of* APRIL 1981

Commissioner of Labor

By *Donald R. Wilson*
DONALD R. WILSON

His Authorized Representative

AS. 23. 15. 340

POST THIS PERMIT IN A CONSPICUOUS PLACE IN THE AGENCY

State of Alaska
DEPARTMENT OF LABOR
WAGE & HOUR DIVISION
Private Employment Agency
Permit

Business License No. 014578

Agency Permit No. 82-A-05

This is to Certify that (A. & J. LTD. dba/SNELLING and SNELLING, INC.

Having complied with the laws of the State of Alaska relating to the licensing of persons to have charge of and operate a Private Employment Agency is hereby licensed to have charge of and operate a Private Employment Agency to be known and doing business as


SNELLING and SNELLING, INC.

for one year commencing April 1 1981

and expiring March 31 1982

Given under our hand and seal this 27th *day of* March 1981

Commissioner of Labor

By Donald R. Wilson 

His Authorized Representative

AS. 23. 15. 340

Delivered
11/18/82
MFM

Mr Bill Dennis,

Please have legal staff draft a Bill
similar to Pennsylvania's '82 PEP program.
Title 0-200-

"A bill to require State employment offices
to use private employment services to locate jobs
for unemployed individuals,

Lynn,

Please have the attached perop ²⁰~~15~~ x's.

Distribution

- 2 Employment Security Board → ^{Chairman as in}
2 Dept. of Labor ^{7/20/45 + Exco Dir.}
Comm. Ed Orlesch * Check spelling
of names
Deputy comm. Judy Knight.
1- Mr. Bill Barrier - Legis. Legal Dept
1- Sen. — Mulcahy
1- Gov. Jay Hammond
1- Lt. Gov. Terry Miller
1- Rep Al Adams.
1- Rep Jack Fuller
1 ~~5~~ - Speaker - Rep. Joe Hayes.
4- Labor + Commerce Committee. Members.
5- For Office - later distributor

On House Labor + Commerce letterhead.

To: All concerned with Unemployment.

From. Rep. Terry Winters - Chairman House L + C. Comm.

Subj. Potential Alaska Private Employment Voucher Program.

Many of us have become quite concerned as to the recent Federal cuts in public employment programs and the immediate effects it has upon the state of Alaska's unemployment problem. Most individuals or agencies directly responsible for helping the unemployed usually suggest increasing the staff and appropriations to meet the expected demands. Others suggest legislation and appropriations to "pick up" the ~~of~~ federally funded jobs and carry under State or Municipal agencies. Either solution would seriously hamper the Administration and Legislatures efforts ~~to~~ to hold the line on State operation budget and State employment.

It has recently come to my attention that there is a alternative that is currently being used in Pennsylvania, California and Michigan and may well work for Alaska's unemployed. At least it seems worthy of consideration. Thus I have decided to send you the attached for your valued consideration and input.

At this time I am also asking Mr. Bill Berrier to start a work draft for a bill titled

"A bill to require State employment offices to use private employment services to locate jobs for unemployed individuals."

I would be most appreciative of any support and information you can give to this effort ~~to~~ trying to decrease our high rate of unemployed in Alaska.

Yours very truly
Leroy Martin



Alaska State Legislature

House of Representatives

Labor & Commerce Committee

Pouch V
State Capitol
Juneau, Alaska 99811

Official Business

To: All Concerned with Unemployment

From: Representative Terry Martin, Chairman
House Labor & Commerce Committee

Subject: Potential Alaska Private Employment Voucher Program

Many of us have become concerned about the recent federal cuts in public employment programs and the immediate affect it has upon the State of Alaska's unemployment problem. Most individuals or agencies directly responsible for helping the unemployed usually suggest increasing the staff and appropriations to meet the expected demands. Others suggest legislation and appropriations to "pick up" the federally-funded jobs and carry them under state or municipal agencies. Either solution would seriously hamper the administration's and legislature's efforts to hold the line on the state operating budget and state employment.

DISTRIBUTION:

← call for addresses

- 2 Employment Security Board--1 to chairman in Fairbanks, 1 to Executive Director *Bill* ✓
- 2 Department of Labor--Commissioner Ed Orbeck ✓ & Deputy Commissioner *Stenn Ludell* ✓ ~~Judy Wright (Knight?)~~, ~~special asst~~ ✓
- 1 Billy Berrier, Legislative Legal Department ✓
- 1 Senator Bob Mulcahy ✓
- 1 Governor Jay Hammond ✓
- 1 Lt. Governor Terry Miller ✓
- 1 Representative Al Adams ✓
- 1 Representative Jack Fuller ✓
- 1 Speaker Joe Hayes ✓
- 4 Labor & Commerce Committee Members ✓
- 1 Art Ruben, Manager/Owner, Snelling & Snelling ✓
- 5 Retain in office for future distribution



ESC Chairman:
 Dennis Osterdock SR Bx 31201 FAKL 99701 J
~~ES Division, Dept of Labor~~
 ES Div Dept of Labor PO Bx 3-7000
 call Dept of Labn - Carolyn Spangenberg? X 2711

Boards & commissions
 Barb

U

sent to Bill for copying 11 am



Alaska State Legislature

House of Representatives

LABOR & COMMERCE COMMITTEE

Pouch V
State Capitol
Juneau, Alaska 99811

Official Business

To: All Concerned with Unemployment

From: Representative Terry Martin, Chairman
House Labor & Commerce Committee

Subject: Potential Alaska Private Employment Voucher Program

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At this time, I am also asking Mr. Bill Berrier to start a work draft for a bill titled:

"A bill to require State employment offices to use private employment services to locate jobs for unemployed individuals."

I would be most appreciative of any support and information you can give to this effort in trying to decrease our high rate of unemployed in Alaska.

Yours very truly,

A handwritten signature in cursive script that reads "Terry Martin".

Representative Terry Martin

January 8, 1982

Vet Center
Rm 101
550 W. 8th Ave
Anchorage, AK 99501
Tel: (907) 277-1501

Honorable Terry Martin
Pouch V
Juneau, AK 99811

Dear Representative:

This letter is being written to you to request your assistance to support legislation that would maintain Alaska's Job Service staffing at it's present level.

Even more importantly and as a result of planned staffing cutbacks, eleven or more Vietnam Veterans will be released from the Anchorage Employment Office. Proportionate numbers of Vietnam Veterans will be released from other State employment offices in Juneau, Ketchikan, Kenai, Fairbanks, Kodiak, Wasilla, etc.

When these men are released, the effectiveness of my program in Anchorage, Fairbanks, Wasilla, and Kenai will be drastically affected. My program's responsibility is directed toward the readjustment of Vietnam Veterans who have already been subjected to many inequities. Without the assistance of Job Service employees, who are Vietnam Veterans and who can understand and can assist with readjustment, the Vet Centers (Vietnam Veterans Outreach Program) will have limited referral for jobs. Vietnam Veterans without jobs appear to have more difficulty readjusting than those who have steady jobs.

Therefore, I appeal to you to assist with this problem. I am available to answer any questions you may have. Please feel free to call me.

Sincerely,

Wm Oleson
William C. Oleson, Director
Vietnam Veterans Outreach Program
Vet Centers

*Joan -
Call me on this.
Thank
(OO)*

*1/12/82 copied Oleson
w/ packet & sent short note
requesting his input.
jm.*