



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240



MAY 15 2000

MEMORANDUM

To: Assistant Secretary - Land and Minerals Management
Assistant Secretary - Water and Science
Assistant Secretary - Fish and Wildlife and Parks
Assistant Secretary - Indian Affairs
Solicitor
Inspector General

From: John Berry
Assistant Secretary - Policy Management and Budget

Subject: Welfare to Work Program

I am gravely concerned that we may not meet the Secretary's commitment to the Administration to employ 325 welfare recipients over a four-year period. Our current number of 287 welfare to work hires (as of March 31) is well short of that goal. To meet our objective by the end of the fiscal year, we must double the average number of monthly hires to approximately eight per month for the period May through September.

A copy of the Department's Welfare to Work Status Report as of March 31, 2000 is enclosed for your review. The upcoming summer months, traditionally a high employment period, provide us with an opportunity to move this program forward to a successful conclusion.

I am also concerned about the lack of progress we are making in hiring 30 District of Columbia welfare recipients under our partnership agreement with the District government. Only one DC welfare recipient has been hired since we entered into this agreement in February.

I need your personal involvement to achieve success. Over the next four months it will take an aggressive, targeted approach to recruitment throughout the Department to hire an additional 38 welfare recipients to meet our commitment. I commend those bureaus that achieved their individual goals but ask for their continued support to meet the Departmental objective. I appreciate the attention you have given the program in the past but ask that you now redouble your efforts. I expect you and your senior staff to make the success of this important program one of your summer's highest priorities.

Enclosure

CC: Bureau and Office Directors
Bureau Personnel Officers

Attachment 1-1

WELFARE-TO-WORK STATUS REPORT

as of March 31, 2000

Department 4-Year Goal = 325

FY00 Goal = 58

Bureau	# Hired March 2000 Only	State	FY00 Progress # Hired	# Hired	4-Year Progress	
					Target	Percentage
National Park Service	0		2	116	75	155%
Bureau of Reclamation	0		4	24	37	65%
Fish & Wildlife Service	0		3	38	45	84%
Minerals Management Service	0		1	5	19	26%
Office of the Secretary	0		0	5	5	100%
US Geological Survey	1	California	7	38	38	100%
Bureau of Land Management	0		1	34	44	77%
Bureau of Indian Affairs	0		0	23	50	46%
Office of Surface Mining	0		2	4	4	100%
Solicitor's Office	0		0	0	4	0
Inspector General's Office	0		0	0	4	0
Totals	1		20	287	325	88%
			34% FY00 Goal			

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* Report reflects hires as of 3/31/00. BLM had an additional hire in April which brings our total hires to 35.