

join the civil service. And I am asking every member of my Cabinet to prepare a detailed plan for hiring welfare recipients, what jobs they will fill, how they will recruit welfare recipients, how they will make sure these people have the chance to work hard, perform well and, thereby, deserve to keep their jobs. The members of the Cabinet will present these plans to me in one month at a special Cabinet meeting.

The job of moving people from welfare to work as the law requires will not be easy. But we must help them as they help themselves. And we need to help all low income Government workers. We need to make sure they take advantage of the earned-income tax credit, the tax cut that already has helped 15 million of our hardest pressed working families. We should give these workers help with transportation to work, and we must help them to find affordable child care.

Government can help to move people from welfare to work by acting the way we want all employers to act, demanding high performance from workers but going the extra mile to offer opportunity to those who have been on welfare and want to do something more with their lives. If we all do that, we can move into the 21st century strong, united, and with the American dream alive for all our people.

Thanks for listening.

NOTE: The President spoke at 10:06 a.m. from the Oval Office at the White House.

Memorandum on Government Employment for Welfare Recipients

March 8, 1997

*Memorandum for the Heads of Executive
Departments and Agencies*

Subject: Government Employment for
Welfare Recipients

Since I signed the historic welfare reform law, I have urged businesses, nonprofit organizations, and religious groups across the Nation to help make its promise of opportunity real by offering jobs to welfare recipients. We are making great progress, but there is more to do. And today, I take action to ensure that the Federal Government, as the Nation's

largest employer, contributes to the greatest extent possible to this national effort.

I therefore direct each of you, as head of an agency or department, to use all available hiring authorities, consistent with statute and prior executive memoranda, to hire people off the welfare rolls into available job positions in the Government.

In particular, I direct you to expand the use of the Worker-Trainee Program and other excepted service hiring authorities. The Worker-Trainee Program allows agencies to quickly and easily hire entry-level persons for up to 3 years, with the ability to convert the appointment to career status if the employee has performed satisfactorily. Though recently underutilized, the program allows agencies to bypass complex Federal personnel hiring rules and procedures to bring people into the junior grades of the work force.

I further direct you, in recognition of the different characteristics of the various agencies' work forces, to prepare an individualized plan for hiring welfare recipients and to submit that plan to me within 30 days. This plan should have three principal components:

- The plan should contain a survey indicating in which divisions and for which categories of positions your agency can most easily hire welfare recipients, both in the Washington, D.C. area, and in the field.
- The plan should describe in detail how the agency intends to recruit and hire qualified welfare recipients. This description should include a proposed local outreach program, and utilize Federal Executive Boards and Federal Executive Agencies to bring Federal job opportunities to the attention of welfare offices, State and private employment offices, nonprofit organizations, and others that work with welfare recipients on a regular basis. This program should build upon the Government's existing nationwide employment information systems.
- The plan should describe in detail how the agency will assist welfare recipients, once hired, to perform well and to keep their jobs. The agency should include in this aspect of the plan proposals for

on-the-job training and/or mentoring programs.

I expect each agency head to report to me about his or her plan at a special cabinet meeting called for that purpose. Following this meeting, I also expect monthly reports on implementation.

To ensure deep and continuing involvement in this issue by the White House, I ask the Vice President to oversee this effort. Based on his expertise in Federal workplace issues, he will assist all agencies in carrying out their commitments.

Finally, I direct appropriate agencies to take three steps that will help bring welfare recipients into the Federal work force while assisting all other low-income Federal employees.

- I direct each agency head to notify all employees eligible for the Earned Income Tax Credit (EITC) of both their eligibility and their ability to receive EITC monies each month in their paychecks. Currently, not all agencies inform qualifying employees of their eligibility and options for payment. To insure uniform implementation, I direct the Secretary of the Treasury to issue to each agency within 15 days a statement of EITC eligibility rules which agencies can use to inform their employees.
- I direct the General Services Administration (GSA) to issue within 30 days guidelines regarding use of the Federal Fare Subsidy Program. These guidelines should address whether agencies may offer fare subsidies based on employee income, which would enable more agencies to participate in the Fare Subsidy Program.
- I direct the GSA, after consultation with all Federal agencies, to report back to me within 30 days on plans to assist low-income Federal workers in finding affordable child care. This report shall include information on agency-sponsored child care centers and agency contracts with local child care resource and referral services, as well as recommendations on any appropriate expansion of these

arrangements to provide assistance to low-income Federal workers.

William J. Clinton

Remarks Prior to Discussions With President Hosni Mubarak of Egypt and an Exchange With Reporters

March 10, 1997

President Clinton. Let me say that I'm very glad to welcome President Mubarak back to Washington. The United States and Egypt have been partners in the quest for peace in the Middle East for two decades now. Nothing positive has happened except when we work together, and I think it's important that we continue to do so. And I'm looking forward to this meeting to discuss that as well as what we can do to improve the relations between our two countries.

Welcome, Mr. President. I'm glad to see you.

President Mubarak. Thank you very much.

Middle East Peace Process

Q. President Mubarak, you're the leader of the first nation to begin a peace process with Israel. Do you buy President Clinton's rationale that he is preserving the peace process by, in effect, sanctioning the building of settlements in east Jerusalem?

President Mubarak. It is said in the memo that the President did change his mind concerning the settlements, but the statements coming out from the State Department and from the White House concerning the settlements—the President is a full partner in the peace process. Without the United States, it would be very difficult to continue the peace process. So it's very important to have his influence, his leadership, his activity—

Q. But he gave a green light with his veto.

President Clinton. We're going to have a press conference later.

President Mubarak. Yes.

President Clinton. And we're going to answer all the questions. But I don't think it's fair to say I've sanctioned that. We'll have