

3 Review of organizational charts, functional statements, and appropriate qualification and classification standards.

4 Review of merit promotion program referral certificates.

(d) Illustrative Interview Questions

1 What career fields are covered by agencywide programs? By local career patterns or programs?

2 What effect have these programs had on local staffing efforts and problems? Mission accomplishment?

3 To what extent are career programs (formal or informal) affected by:

a Mobility requirements?

b Position management program?

c Local labor market conditions?

d Training opportunities?

4 What has been the effectiveness of such program elements as employee evaluation and consultation, developmental assignments, and self-development activities?

5 What program changes have been proposed or initiated? Why?

6 How are employees selected for the career program?

7 What is your role in planning, developing, and carrying out the career program?