

plans and needs; the extent to which he has been involved (starting with the Fiscal Year 1969 Budget) in reviewing proposed IAB budget and program plans? Is the top manager satisfied with the degree to which he is able to influence and guide the IAB program? Is the top manager convinced of the value and importance of meetings of the IAB and the Board of Directors? Is he satisfied with the frequency, the subject, and results of these meetings? Does the top manager feel that the nature of the meetings requires his personal interest and attendance? If the top agency manager is not a member of the Board of Directors does he express interest in the prospect of serving on the Board?

b Participation of Agency Program Specialists - What agency criteria are used in selecting program specialists to serve on rating panels? Do these criteria result in the selection of panel members who are thoroughly familiar with the qualifications that current Federal programs require within their occupational fields? Are panel members called on and are they able to provide interagency guidance to the IAB recruiting and examining program in their occupational area? Where councils of agency specialists have been established, what contribution to IAB programs have they made?

c Participation of Agency Personnel Staff - To what extent do agency personnel specialists participate in the IAB program? If the Board has established an operations advisory committee to what extent does the personnel staff participate with other committee members in consultation with the Executive Officer about Board operations? How has the personnel officer participated in influencing the Board's operations?

3 Effect of IAB on Agency Staffing Objectives

a Agency Manpower Forecasts - Has the IAB's need for information on agency staffing needs stimulated or otherwise affected agency manpower planning activities? Does the agency consult with the IAB in developing its staffing plans?

b Agency Job Design - To what extent is the agency at all management and staff levels aware of the establishment of new career programs which are designed to make the maximum use of applicants' skills and training? Is the agency aware of the availability of manpower from newly opened examinations? What action has the agency taken to redesign jobs to make use of any new or different manpower resources which are being tapped by the IAB?

c Staffing Agency Positions - Are the IAB's examining programs adequate to meet the establishment's staffing needs? To what degree have IAB registers actually been effective in meeting the agency's need for applicants of the kind agency programs require? To what degree is agency management satisfied with the quality of eligibles on IAB registers? Have