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SECRET

[redacted] 26 May 1969 25X1

Mr. Bannerman
Mr. Coffey
[redacted] 25X1

Registry

1. PATB artificial language section still will be given to all professional applicants. MLAT will be given to prospective students of language training. 25X1

2. A&E [redacted] has talked with [redacted] on apparent Part II (PATB) problem. There is no problem other than communications. [redacted] is satisfied that Part II processing is fast as possible. Art was trying to indicate his preference for total testing in field. He understands this isn't feasible but wanted to illustrate how this made selection less efficient in a few doubtful cases. For doubtful cases, the question of A&E psychologist participating in CTP interview was resolved. Usually two-week notice given by CTP and A&E claims no problem in meeting this requirement. 25X1

The meeting worthwhile because A&E unaware of above problem -- Let's hope the commo link stays open.

JEF

3 June
- discussed with Mr. Coffey - he is satisfied JEF

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GROUP 1
Excluded from automatic downgrading and declassification

MORI/CDF Pages 3-10

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19 May 1969 STAT

NOTE FOR: Mr. Bannerman via Mr. Coffey [redacted]

The A&E Staff is meeting with the CT Staff to iron out the difficulties of quick readings of Part II (PATB). There are only a few parts of the Part II that can be read out quickly. [redacted] will report the results of his meeting with CTP. STAT

Years ago we had two indications of language aptitude,- the Artificial Language Section of the PATB and the Foreign Language Aptitude Test Battery (FLATB) which was given to all prospective Language School students. The FLATB was discontinued about two years ago leaving us with only the Artificial Language Section of PATB. The Language School has just met with the A&E Staff and it has been decided to use the Modern Language Aptitude Test (MLAT) for all prospective Language School students. OTR is proposing a training notice on this requirement. The MLAT provides good diagnostic data for the Language School and FSI uses the same test. The Defense Department uses the Army Language Aptitude Test (ALAT) which is almost identical with the MLAT. All these language aptitude tests have been developed by the same individual.

JEF

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9 May 1969

9 May

NOTES FOR ANNUAL CTP BRIEFING

OF DEPUTY DIRECTOR FOR SUPPORT

25X1

FILE Training 3-1

I. RECRUITMENT AND PROCESSING

A. As indicated on Attachment A, the number of new files received by CTP during the first ten months of this fiscal year was down 52% from the comparable period in FY 1968, and down 61% from FY 1967. This reduction has not been notably damaging in view of the fact that CT requirements were reduced approximately 50% for FY 1969.

B. CTP rejection rate on basis of file review is about 44%, about the same rate as a year ago.

C. Among cases cancelled after being put into process, the CTP rejection rate has risen from 36% a year ago to 55%; the Medical/Security/Applicant Review Panel rejection rate has dropped from 16% to 3%; the applicant decline rate has dropped from 46% to 41%.

D. CTP recruitment and attrition difficulties with regard to Support CT's were discussed in a memorandum to DD/S from DTR, "Attrition Among Support Career Trainees", dated 13 December 1968. Discussions seeking remedial action have already been undertaken between CTP and the Support Offices; Chief, Recruitment Division/OP, and Chief, Career Training Program/TR will be communicating with Office Directors about this situation upon the former's return from leave in mid-May.

E. Processing time for applicant cases generally has been very satisfactory. The average field investigative period for applicants cleared during the first four months of Calendar 1969 has been 79 days. We are experiencing no significant delays with regard to medical or security processing.

F. With regard to Professional Applicant Testing, however, we have encountered problems in two respects, one procedural and one quite basic.

1. On the procedural level, we were until a month ago experiencing delays of a month or longer in obtaining test scores and frequently as much as a second month in obtaining full reports. As a result of consultation with Dr. [redacted] of the A&E Staff/OMS, we are now receiving test scores within two weeks following testing and complete reports about one week later.

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A+E Nurse

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2. Concerning the more basic question of the division of testing into two parts, we find that the unavailability at CTP interview time of the results of Part II (personality indices, ideational fluency, knowledge of contemporary world affairs, and writing sample) is a distinct handicap to interview effectiveness. In many instances, these test results have raised questions which ought to have been explored in interviews; in approximately ten cases during the last six months the questions raised by Part II testing were judged sufficiently important to recall the applicant for further interviews by CTP or AES/OMS representatives.

For Language Aptitude Testing
Validity

25X1

G. The comment made a year ago that CTP seemed to be seeing better, even if fewer, candidates probably remains true if one judges by academic Grade Point Average and Agency Professional Test scores. It seems less true, however, if judged in terms of a candidate's record of leadership, unique accomplishments, self-reliance, and general "get up and go".

As a group, today's applicants appear ambitious and fairly aggressive but within an organizational framework of known dimensions. We find a markedly increased desire for more precise information about jobs, advancement, career patterns, and personal status over the long-term. They seem a less adventuresome lot than the Agency has recruited in the past and presumably continues to want. A large number of the applicants we see tend to view the agency as just another organization and increasingly compare it with other organizations (public and private) in terms of pay and advancement; ironically, those who are inclined to regard the Agency as "different" may as likely be found among the ranks of those demonstrating against it.

II. TRAINING

A. The installation of a Comprehensive Insurgency Exercise, which runs for six weeks during OC phase II, has added balance to Phase II. The course formerly was a mix of various field activities and skills with only incidental discussion of where and why the skills might be used.

B. One running of the Support Services Course was eliminated because only three CT's were available to be enrolled. We anticipate that there will be eleven CT's enrolled in the next scheduled course (early June 1969).

C. Similarly, one Operations Course I and II sequence was cancelled because of the relatively few CT's (15) available for enrollment. This group was placed on interim assignment in the CS to await the next operational training cycle which begins in early June 1969.

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III. PLACEMENT

In general, placement procedures are working well. Three of the four Directorates (DD/S&T excepted) have now centralized placement procedures for CT's. Individual Directorate situations are as follows:

A. DD/I - The mechanics of placement have been vested in the Administrative Staff/DDI; the two DD/I representatives on the CTP Staff (Messrs. [redacted] have contributed greatly to the Admin Staff's developing an effective technique. Unfortunately, however, we have a new two-track system operating conceptually in DD/I; one is for assigning CT's to fully professional positions in the intelligence production offices (plus Domestic Contact Service); the other track is for assignment to "service" offices (Central Reference Service, National Photographic Interpretation Center, Imagery Analysis Service, Intelligence Requirements Staff, and certain jobs in the Office of Basic and Geographic Intelligence) in semi-professional positions with top rating in the GS-11/12 category. The result is the creation of a second-class CT syndrome; and individual ~~who~~ in order to have career advancement opportunity must transfer to another type of work, usually in a different office. 25X1

Personnel report on CT's.

DDI: Quota

B. DD/P - Placement procedures have operated smoothly although there are at least three different CS Staffs concerned with the CT intake process; this confuses everybody -- CTP, the CT's, and the CS people themselves. It also establishes in the mind of the CT the image of a very bureaucratic component. 25X1

CT's to ONE Job Smith [redacted]

C. DD/S - Procedures operate satisfactorily except that the immediate change of service designation at time of placement puts the Support Services in a separate and seemingly unequal category among CT's.

IV. ATTRITION

A. Overall - Thus far in FY 1969, 22 CT's have resigned while still in the SJ Career Service. This figure compares with 16 in FY 1968 and 20 in FY 1967.

DDS - criteria for CT's. Worked out formula

Of this year's resignees, 19 were recruited externally, three internally. Seven of the Externals were military trainees who had just completed their obligated service under CTP sponsorship. Four of the resignations were solicited, three for unsatisfactory performance and one for medical reasons. Other than the military trainee resignees, three of the CT's who resigned were regarded as having above average potential; two of these professed desire to return after additional academic work.

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According to information provided by the Office of Personnel, a total of 29 CT's and former JOT/CT's resigned during the first quarter of Calendar Year 1969. This rate of departure approximates the current enrollment rate and exceeds the external recruitment rate.

B. Military CT's - CTP sponsored a relatively large number of candidates for military service during the period 1965-68. Only three have been sponsored thus far in FY 1969.

We are currently making a study of the entire military sponsorship program begun in 1951. Our preliminary findings indicate that since January 1964 CTP has sponsored approximately 100 young male applicants for military service in the Air Force, Army and Marine Corps. About half of this number has now civilianized while the other half remains in military status. Of approximately 50 who have civilianized, 21 or about 40% already have left the Agency.

In view of the Agency's tight personnel situation, high selectivity factor, general youth and inexperience of the military group, the high attrition rate immediately following completion of service, and the administrative complexities involving this group, CTP is resorting to military sponsorship in very few instances for outstanding prospects only.

C. Female CT's - Our records reveal that 26 female CT's and former CT's have resigned from the Agency within the last 24 months. Most resignations were due to marriage and maternity. Only one of the 26 has worked for the Agency for more than three years following completion of the Program. Surprisingly, one-third were Internals. Of the group, 20 were in the CS or were CS-bound; 5 were in DD/I; one in DD/S.

In a wider perspective, OP machine records indicate that as of 31 December 1968 a total of 211 women have been enrolled in the Program since its inception in 1951. Of this group, 108 remained on duty on that date. Thus, the 26 resignees represent a proportionally high loss in a short period of time.

The comparable figures for male trainees are 1823 enrolled, 1241 still on duty at the end of 1968. Based on these figures, which are not completely accurate, retention rates have been 51% for women, 68% for men.

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V. CTP Relations with the Clandestine Service

During this past year these can best be termed stormy. A number of significant developments within the CS threaten to overturn basic premises of the Career Training Program.

A. Promotion Policy - This issue needs no elaboration in view of Colonel White's recent directive that the CS reverse its action to delay CT promotions and, instead, to implement promotions based on original understandings. (It should be pointed out, however, that a number of CT's in DD/I, particularly the Office of Current Intelligence, have had their promotions delayed; OCI is unwilling to change its position until receiving some formal notice from higher authority).

B. Supplementary CT's - This matter has been settled in general terms, although still unresolved is the question of whether the CS or CTP will have the final say on an applicant's eligibility for the Program. This is a key issue, should it come to a head, for it challenges a basic Program concept and success formula.

C. CS Participation in Selection of External Applicants - Concerted efforts are now being made by the CS CT Selection Board to gain control of applicants in process, by-passing CS representatives assigned to the CT Staff, and fanning out the interview procedure. We have already experienced in this process the alienation of a candidate who was "sold" on the CS as the only meaningful career in the Agency but whom the CS then rejected. In our judgment the man was suited to the DD/I to begin with but he declined to be considered for anything else after the CS sales pitch.

D. Assignment of CS Representatives to the CT Staff - The assignments of all three CS representatives on the CT Staff expire in mid-1969; only two replacements are being sought due to the reduced CTP workload. There is, however, basic disagreement on the type of officer who should be assigned to this Staff. Both CS nominees are senior officers (GS-15) with experiences, mostly in liaison functions, which do not give them firsthand, pertinent knowledge of the characteristics of assignments for which most of the young CS CT's are being considered. We believe that the impact of this factor on the selection and counseling functions is likely to be highly negative.

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