

CONFIDENTIAL

11 January 1971

MEMORANDUM FOR THE RECORD

SUBJECT: Recruitment History Project

1. I telephoned C/RD [REDACTED] this afternoon to remind him of the 31 January deadline for completion of the referent history project.

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2. [REDACTED] said he has finished his work and forwarded it to DD/Pers/R&P [REDACTED] who is expanding the content somewhat and will submit the finished package.

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3. In [REDACTED] absence, I left word with his secretary to remind him of the 31 January deadline.

[REDACTED]

25X1A

Office of Personnel  
Historical Officer

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GROUP 1  
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OUTLINE

A History of Recruitment

AS  
The evolution, development, and present status of the Recruitment Division, Office of Personnel.

This history will trace the origin of an organized effort to staff the Agency with qualified professional, technical, administrative, and clerical personnel.

PROSPECTUS:

- A. Attempts to "live" with the normal structure of Civil Service Competitive Appointments; 1947-1949.
  - 1. Departure from Civil Service structures and controls
  - 2. Occasional Recruitment
- B. Emergence of "Recruiters" as a legitimate force in Personnel.
  - 1. Development of Personnel Generalists as "Recruiters."
  - 2. "Backdoor" Recruiting as a major source.
  - 3. Development of a semblance of "requirements"
- C. Emergence of an Organized Recruitment Force, 1950-1955.
  - 1. Creation of field recruitment offices and development of formal "lead sources".
  - 2. Emergence of the Junior Officer Training Program (now the Career Training Program) as a major recruitment effort.
  - 3. Developments of a capability for scientific and technical recruitment.
  - 4. The "University Associates Program"
  - 5. Emergence of a Recruitment "Requisitions" (formerly, "requirements" program.)
- D. A Professional Recruiting Force: 1956-1967:
  - 1. Nation-wide coverage

2. The development of joint "Corporate-Component" recruitment as a major recruitment technique.
3. The "100 Universities Program".
4. Brochuresmanship
5. Advertising in the competitive labor market.