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13 March 1964

MEMORANDUM FOR: Deputy Assistant Director, CR

SUBJECT ^{25X1} : Program: 25X1

REFERENCE : Your draft Program dated 2 March 1964

1. I don't see how OCR can possibly afford a 14 month indoctrination course for each new OCR professional. We have never been able to cross-train adequately our professionals on board because of the pressure of work. Our labor turnover within this group of personnel is quite high among the younger ones. I'm afraid the majority of new professionals would be leaving OCR within six months after completion of their indoctrination and before we had ever gotten any worthwhile production out of them.

2. I suggest that such a program would be of value for a selected few of the new or old professionals who are identified as having high potential and a desire to specialize in the OCR Activities. The selected few, I presume would never number more than six.

3. I do believe a planned indoctrination tour through OCR of one to two weeks might be advantageous to the new employees as well as to OCR.

25X1

Chief, Document Division

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