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A Look At The Advancement Record
Of The
Alumni From The First 5 JOT Classes

INTRODUCTION

Through the years quite a few studies have been made of JOT's: their academic backgrounds, training, attrition, distribution among components, etc. Here is yet another to satisfy some of our interest in how rapidly former JOT's are advancing in the Agency and how their progress compares with that of their contemporaries who came into the organization through other avenues.

To allow JOT's a reasonable time to make their marks before having their progress subjected to close scrutiny, this study is limited to the "alumni" of the first 5 JOT classes -- i.e., those hired from 1 January 1951 to 1 January 1956. All of them have now had 8-13 years to become established in the Agency and the youngest is at least 30 years of age. Therefore, their records are legitimate targets of interest and it is fair to make some comparative observations about them.

FACTS

To begin with, let's have a few facts about our first 5 JOT classes. How many trainees came into each class and how many still remain? Are they male, female, military? [Note: All statistics shown below were correct as of 31 December 1963.]

	<u>CLASS OF 1951</u>		<u>CLASS OF 1952</u>		<u>CLASS OF 1953</u>		<u>CLASS OF 1954</u>		<u>CLASS OF 1955</u>	
	<u>Hired</u>	<u>On Duty</u>	<u>Hired</u>	<u>On Duty</u>	<u>Hired</u>	<u>On Duty</u>	<u>Hired</u>	<u>On Duty</u>	<u>Hired</u>	<u>On Duty</u>
Non-Mil. Male	21	13	25	16	21	12	30	10	29	15
Military	13	2	26	8	24	4	15	8	10	4
Female	7	1	12	2	3	1	1	0	5	0
TOTAL	41	16	63	26	48	17	46	18	44	19

RECAP

	<u>TOTAL</u>	<u>Non-Mil. Male</u>	<u>Military</u>	<u>Female</u>
Hired	242	126	88	28
On Duty	96	66	26	4
% On Duty	40%	52%	30%	14%

Next, let's look at the present status of the 96 "alumni" from the first 5 classes -- grade, age, and career designation. TABS A, B, C, D, and E contain

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class rosters which give this information as of 31 December 1963. It can be summarized as follows:

<u>GRADE</u>	<u>AGE GROUPS</u>				<u>TOTAL</u>
	<u>30-34</u>	<u>35-39</u>	<u>40-44</u>	<u>45-49</u>	
GS-15	-	4	2	1	7
GS-14	1	6	5	-	12
GS-13	10	16	2	1	29
GS-12	20	22	1	1	44
GS-11	3	1	-	-	4
TOTAL	34	49	10	3	96

<u>Career Group</u>	<u>GRADE</u>					<u>TOTAL</u>
	<u>GS-15</u>	<u>GS-14</u>	<u>GS-13</u>	<u>GS-12</u>	<u>GS-11</u>	
DCI	1					1
DDS&T			2			2
DDS		1	1	2		4
BDI	5	7	10	1	1	24
DDP	1	4	16	4	3	65
TOTAL	7	12	29	44	4	96

Finally, let's make some comparisons between the progress of our JOT "alumni" and their contemporaries. Efforts to portray such comparisons "in depth" can lead to some pretty complex research and in the long run might have little, if any, more value than rough measurements which compare JOT "alumni" against other employees of the same sex and career service group, using only an age-grade index as the measuring device. Therefore, let's see what we get with just the age-grade index.

Females

Since there are only 4 female alumnae in our group, comparisons of their progress can be brief. Two are GS-12 "D" careerists, ages 39 and 40. Two are OCI careerists, a 39 year old GS-13 and a 34 year old GS-11.

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CONCLUSIONS

Since many of the 96 JOT's in our study group are still relatively young and 8-13 years represent a fairly short time for their careers to unfold, it is obviously too early to attempt any "final verdict" regarding the caliber of the first 5 JOT classes. Even so, perhaps some useful observations can be offered.

First, though, let's dispose of the question as to whether the 96 alumni still remaining from the first 5 JOT classes are truly representative of the original membership of these classes. Or did the best ones get away? All available evidence indicates that the 96 are very nearly a scaled-down mirror image of the total group. According to the A&E Staff, the average test scores for the remaining members of each class are virtually identical with the average scores for the entire class in each case. And a rough look at the age distribution and educational level of each class shows no significant difference between those who left and those who stayed.

Now, what about those 96? Were they really "executive trainees", as some thought when they were first brought on duty, or were they simply junior officers cast in the same mold as those who followed in later JOT classes? The answer seems fairly plain. They were the initial members of what has become a sound, well established junior officer program. And it is by no means unlikely that later classes, particularly the 1956-61 groups, will produce higher proportions of Agency "executives" from among their ranks than will the first 5 JOT classes.

So far the advancement of the 96 members of our study group has been well above average Agency rates. Comparative age-grade tables suggest that they were carefully selected and, on the whole, are making very good progress. Only 3 obvious "laggards" show up on the charts. At the same time however no "whiz kids" appear, as evidenced by the fact that only 7 members of the group have reached GS-15, the youngest of whom is 36. It thus appears that the group is likely to produce a high proportion of "solid performers" but few "stars."

Some interesting differences show up in the comparative progress of DDI versus DDP members of the study group. 5 of the 24 alumni in DDI are GS-15's and 7 have reached GS-14 while but 1 of the 65 DDP members is at GS-15 and only 4 have reached GS-14. Before one is tempted to conclude that professionals simply advance more rapidly in DDI, a look at average age-grade relationships is in order; they are virtually the same for both DDI and DDP.

Another comment that might be offered is that JOT alumni, despite their fairly significant numbers, have yet really to break into the "executive" ranks of DDP. Only 6 have risen above GS-13 and 3 of them are age 40 or more. Yet DDP is richly supplied with young non-JOT's who occupy "executive" chairs. non-JOT's below age 40 hold positions GS-14 or above. DDI, on the other hand, has opened its executive doors somewhat more readily to JOT's. Whether these differences between the Directorates are "environmental" or simply reflect differences in the relative ability of the alumni each received from the first 5 JOT classes remains to be seen.

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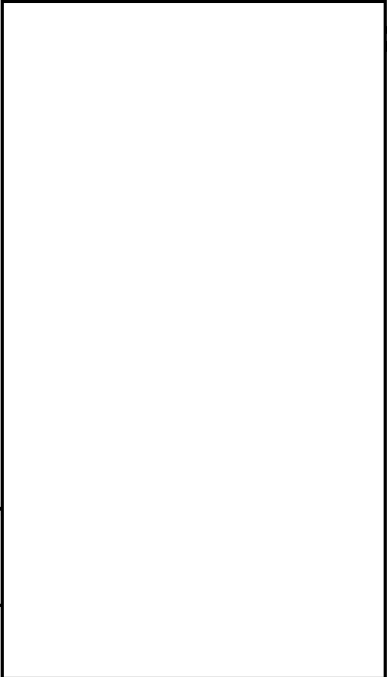
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JOT

Class of 1951

As of 31 December 1963

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<u>Name</u>	<u>Grade</u>	<u>Age</u>	<u>Career Designation</u>
	15	46	D
	15	39	EL
	14	40	D
	14	38	SP
	14	37	IN
	14	36	D
	14	35	IOB
	14	35	IR
	13	45	D
	13	38	R
	13	37	D
	13	36	S
	12	40	D
	12	36	D
	12	34	D
	12	33	D

* Military JOT
** Female

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B

JOT

Class of 1952

25X1A9A

As of 31 December 1963

<u>Name</u>	<u>Grade</u>	<u>Age</u>	<u>Career Designation</u>
	15	40	IN
	15	40	IC
	15	38	IC
	15	37	ID
	15	36	IN
	14	41	D
	14	39	D
	14	33	IR
	13	44	IC
	13	40	D
	13	39	IC
	13	38	IR
	13	37	R
	13	37	D
	13	34	D
	13	33	IOC
	13	33	D
	13	33	IC
	12	39	D
	12	38	D
	12	37	D
	12	35	D
	12	34	D
	12	34	ST
	12	33	D
	12	32	D

* Military JOT

** Female

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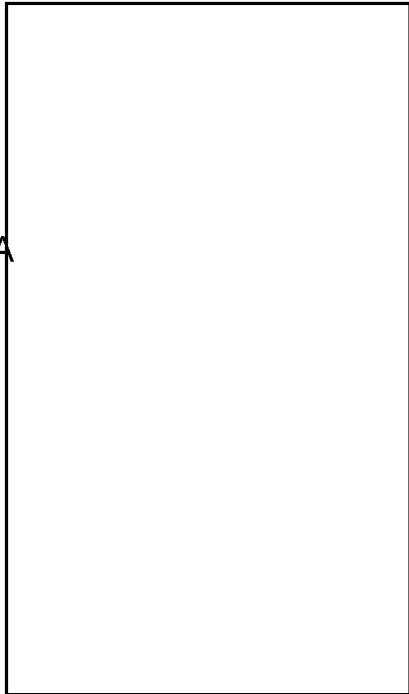
JOT

Class of 1953

C

As of 31 December 1963

Name Grade Age Career Designation



14	43	IR
14	41	IC
14	40	IR
13	37	IC
13	37	D
13	34	IOC
13	33	IN
12	46	D
12	39	IR
12	36	D
12	35	D
12	35	D
12	34	D
12	33	D
12	33	D
12	32	D
11	34	IC

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* Military JOT

** Female

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JOT

Class of 1954

As of 31 December 1963

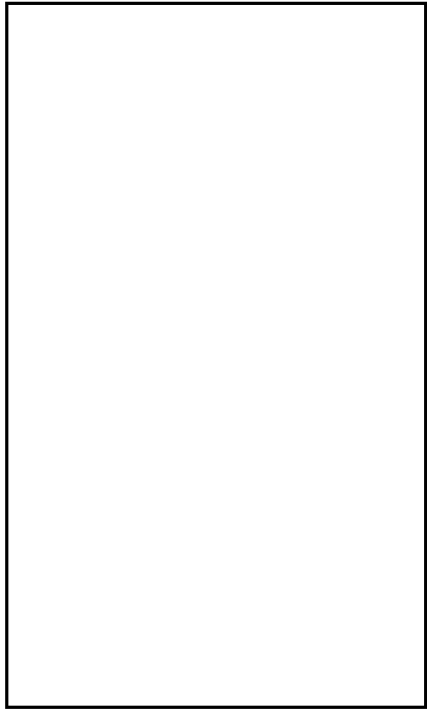
D

Name

Grade

Age

Career Designation



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13	39	D
13	37	D
13	37	IR
13	36	D
13	35	D
13	35	D
13	35	D
12	39	D
12	37	D
12	36	D
12	36	D
12	35	D
12	34	D
12	32	D
12	32	SP
12	31	D
12	31	D
12	31	D

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JOT

Class of 1955

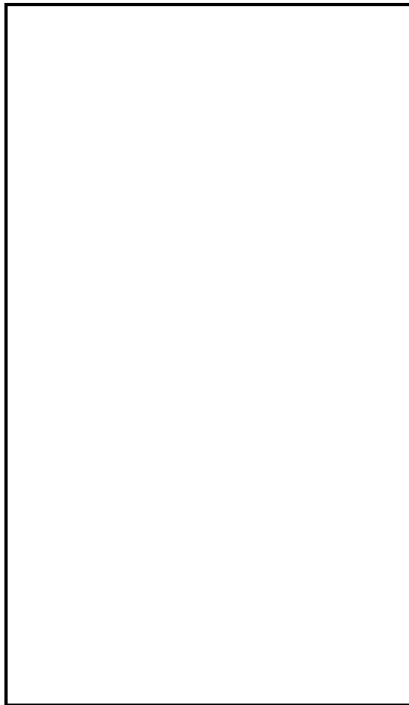
As of 31 December 1963

Name

Grade

Age

Career Designation



13	39	D
13	37	IR
13	34	D
13	33	D
12	38	D
12	38	D
12	37	D
12	36	D
12	36	D
12	35	D
12	35	D
12	35	D
12	34	D
12	33	D
12	31	D
12	30	D
11	38	D
11	31	D
11	30	D

E

25X1A9A

* Military JOT

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