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SECRET

Approved For Release 2002/08/14 : CIA-RDP84-00780R000500090014-5

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: Director of Training
819 - 1000 Glebe

EXTENSION

NO.

DCR 2845

DATE

4 FEB 1965

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Deputy Director for Support
7 D 18 Hqs

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Redrafted into memo to Exec Dir. Compt from DD/S asking for 25 position increase now, rather than 1 July 1965.

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DD/S 65-0621

4 FEB 1965

MEMORANDUM FOR: Deputy Director for Support

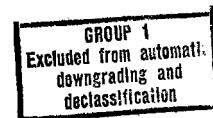
SUBJECT : Ceiling for Junior Officer Training Program

REFERENCE : Memo from DD/S to DDCI dated 2 March 1964,
Subject: Recruitment of Young Officers

1. On 5 March 1964 the Executive Director-Comptroller, in approving the referenced memorandum, authorized an expansion of the Junior Officer Training Program from 215 to 290 for Fiscal Year 1965, and to 315 effective 1 July 1965. Our official ceiling authorization, issued subsequently, provided 290 positions for FY 1965 but did not include the increase to 315 for FY 1966. Informal discussions with budget officials indicated that withholding of the increase for FY '66 was not a final decision; rather it reflected a reasonable wish to observe the rate of Program expansion during FY '65 and a demonstration of need for the additional positions. I believe the experience of the Program to date indicates that the additional ceiling will be required.

2. On 1 July 1964 there were 229 JOT's on the Program rolls. Through the normal processes of addition and subtraction involved in adding new classes of trainees and transferring to operating components those completing training, the Program strength rose in mid-January 1965 to 277. Recruitment is under way for the classes of April and July 1965. It is apparent at this time that the planned input of 40 for the Spring '65 class will increase the Program rolls to approximately 300. Recruitment for the July class, with the most optimistic rate of transfers out of the Program, will increase total strength by 1 July 1965 to at least 315. To permit a continued input of trainees at the levels authorized and expected, we will require the 25 additional ceiling positions.

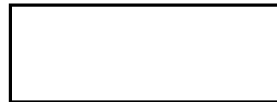
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3. Thus far the expansion of the Program has been accomplished along the lines intended, and in reasonable conformity with the requirements established by the Directorates. Perhaps more significant is the fact that expansion has not resulted in any lowering of qualitative standards. On the contrary, on the basis of scores achieved on the Agency's Professional Applicant Test Battery, the average level of intellectual capacity of successive classes has tended gradually upward during the past eighteen months. For example, test scores of the externally recruited JOT's in the January '65 Class ranked, on the average, among the top 16 percent of Agency professional employees and above the median for JOT's on board. I believe this indicates two significant factors: first, the Agency recruiters are producing more qualified candidates than heretofore to meet the Program's expanded requirements; and high standards of selection are being maintained. Both factors argue well for expanded use of the Program.

4. I will appreciate your assistance in obtaining the additional ceiling allocation for FY 1966.



MATTHEW BAIRD
Director of Training

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