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Training 3-1

MEMORANDUM FOR THE RECORD

SUBJECT: "Quality" of Recent CT Recruits

1. During his semiannual briefing of the Director in November 1966, Mr. FitzGerald referred to some observations he attributed to the A&E Staff which indicated a downward trend in the "quality" of recent CT classes.

2. Conversations with [redacted] Chief of the A&E Staff, reflect that it was he who made the remarks Mr. FitzGerald referred to. While talking with the Chief of Ops Services last September or October, [redacted] had said that it was his impression that recent CT classes did not measure up to their predecessors in earlier years. [redacted] explained that his remarks represented a personal, off-the-top-of-the-head reaction and did not reflect any study done by his Staff or any other objective criteria. In fact, as he explained to me, he regretted having made the statement as soon as it was uttered because he knew it was susceptible to misinterpretation.

3. On 15 December 1966 I obtained from [redacted] Acting Chief of the A&E Staff, the results of a review he made of CT test records for the years 1958-1966. Although his review was done rather quickly, he felt these observations fairly accurate:

a. Test trends show pretty clearly that the verbal ability of CT's (as measured by vocabulary, reading comprehension, and artificial language tests) has gone down somewhat, beginning in 1962. Non-verbal test results (as measured by arithmetic, matrix, and other such tests) have remained essentially the same for each class.

b. Attitude and personality measures of CT's during the 9-year period show no significant yearly variation.

c. Interest measures for the 9-year span have changed somewhat, primarily in the direction of higher specialized interests during recent years and particularly interest in support fields.

d. After the size of CT classes was expanded in 1965, we apparently continued to attract essentially the same group as before but added to it a much broader spectrum of trainees. In prior years the group had been somewhat more homogenous, particularly with

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respect to their interests in intelligence operations; now we're getting a much more diverse group which includes a sizable number of support-oriented trainees as well as some specialists in the physical sciences and other technical fields.

e. Notwithstanding a slight drift in verbal skills, our current CT's are still a highly respectable group as compared with the general population of Agency professionals.

25X1 4. In summary, [] says there is no cause for concern. He thinks our "quality" controls are quite adequate and functioning effectively. We've simply changed the size and purpose of the Program; consequently we can naturally expect a more varied and therefore somewhat different group of trainees from those we knew in the years prior to 1965 and particularly prior to 1958.

[]

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Assistant Executive Officer to the
Deputy Director for Support

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