

~~C O N F I D E N T I A L~~

7 SEP 1987  
OTE 87-7673

MEMORANDUM FOR: Deputy Director for Administration  
FROM: [redacted]  
Director of Training and Education  
SUBJECT: Summary of the Career Trainee Intern Program

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1. The first running of the Career Trainee Intern Program was a clear success. As you know, there was some apprehension in the Agency about whether university students would be mature enough to handle classified information. Once underway, personnel officers, instructors, and speakers were impressed with the students' ability, willingness to take responsibility, and positive attitude about the Agency. At the end of OTE's eight-week summer course, all of the students expressed strong interest in joining CIA.

[redacted]

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3. The training took place in three locations: (1) three and a half weeks at [redacted] (2) two and a half weeks at [redacted] Building; and (3) two weeks [redacted] OTE staff members were on hand 24 hours a day every day of the program in case of emergencies and to answer student questions. In fact, there were two minor medical cases that required trips to Leesburg Hospital.

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SUBJECT: Summary of the Tuition Assistance Program

4. The training throughout the eight weeks, with the exception of a Marxism/Leninism segment, received high evaluations from the students. The training segments included an overview of the Agency, Marxism/Leninism, Priority Issues, the Intelligence Community, Interpersonal Communications Skills, Operations Familiarization, and the Agency culture. The students especially enjoyed their stay at [redacted] Our primary training recommendations for next years' program are listed below:

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- a. The program should be reduced to six or seven weeks. Eight weeks seemed to be too much time to fill. Perhaps the training can be supplemented by some "on the job" experience.

- b. [redacted]

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- c. The training program should begin in mid-July (instead of early June) to allow the students to tie up loose ends at their universities and, in some cases, find a summer job for the first part of the summer.

5. Cooperation between OTE and the Career Trainee Division (Office of Personnel) was excellent. While there were understandable ragged edges in the first running of a new program, CTD/OP should be commended for the candidates it selected and for its success in making this ambitious experiment work.

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