

27 OCT 1987

OTE-87-1637

MEMORANDUM FOR: Members, Agency Training Steering Committee

STAT FROM:

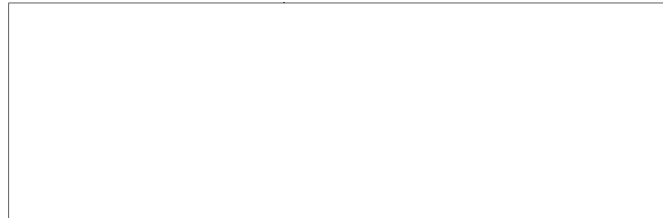
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Director of Training and Education

SUBJECT: Training Steering Committee Meeting Viewgraphs

During the Training Steering Committee meeting of 14 October 1987, members of the group expressed interest in receiving hard copies of the viewgraphs used in the briefings. For your reference, attached are copies of external training statistics, showing trends since 1982, and points that will be covered in the proposed EOD presentations on Agency standards of conduct and Agency values.

STAT Attachment



AGENCY CULTURE/VALUES

"WE HAVE A SPECIAL SPIRIT HERE."

**"WE EXPECT YOU NEVER TO COMPROMISE WITH
QUALITY."**

**"EXCELLENCE AT CIA IS THE NORM, NOT THE
EXCEPTION."**

"THERE ARE NO UNIMPORTANT JOBS HERE."

"WE EXPECT COMMITMENT AND CAN-DO."

"A CULTURE BUILT ON TRUST."

**"DECEPTION NEVER ENTERS INTO OUR PRODUCTS OR
OUR RELATIONSHIPS WITHIN THE AGENCY."**

**"PEOPLE WHO PERFORM IN KEEPING WITH THE HIGHEST
STANDARDS OF HONOR."**

"I KNOW YOU'LL UPHOLD THAT TRADITION."

STANDARDS OF CONDUCT VIDEOTAPE

**"THE GROUNDRULES ARE DIFFERENT FOR
GOVERNMENT EMPLOYEES -- AND A LOT DIFFERENT
FOR CIA."**

"EVEN THE APPEARANCE OF DISHONESTY HURTS."

"A POSITION OF EXTRAORDINARY PUBLIC TRUST."

**"SPEND MONEY AS IF IT WERE COMING OUT OF YOUR
OWN POCKET."**

**"DISHONESTY TOWARD THE ORGANIZATION IS
UNACCEPTABLE."**

**"WE RELY MORE ON YOUR HONOR AND COMMITMENT
THAN WE DO ON LAW ENFORCEMENT."**

**"BECAUSE...YOU'RE SPECIAL PEOPLE IN A VERY
SPECIAL PLACE."**

STANDARDS OF CONDUCT VIDEOTAPE

DO NOT:

USE PUBLIC POSITION FOR PRIVATE GAIN

**LOSE IMPARTIALITY (ACCEPT GIFTS/
ENTERTAINMENT)**

IMPEDE GOVERNMENT EFFICIENCY/ECONOMY

BROWSE IN COMPUTER FILES

GET INTO CONFLICT OF INTEREST PROBLEMS

GET OVEREXTENDED FINANCIALLY

**ERODE CONFIDENCE IN INTEGRITY
OF GOVERNMENT**

DCI VIDEOTAPE

"I'M HAPPY TO HAVE YOU WITH US."

**"AN EXTRAORDINARY ORGANIZATION WITH AN
EXTRAORDINARY MISSION."**

**"YOU ARE STARTING ON A CAREER THAT MANY ON THE
OUTSIDE WOULD ENVY."**

**"WE WILL PUT GREAT TRUST IN YOU -- AND WE EXPECT
YOU TO BE WORTHY OF THAT TRUST."**

**"OUR GOALS AND ACTIVITIES MUST BE PERCEIVED AS
IN TUNE WITH THE NATIONAL ETHIC."**

"SACRIFICE IS PART OF THE COMPACT."

**"WE WILL NOT ASK FOR YOUR COMMITMENT; WE WILL
ASSUME IT."**

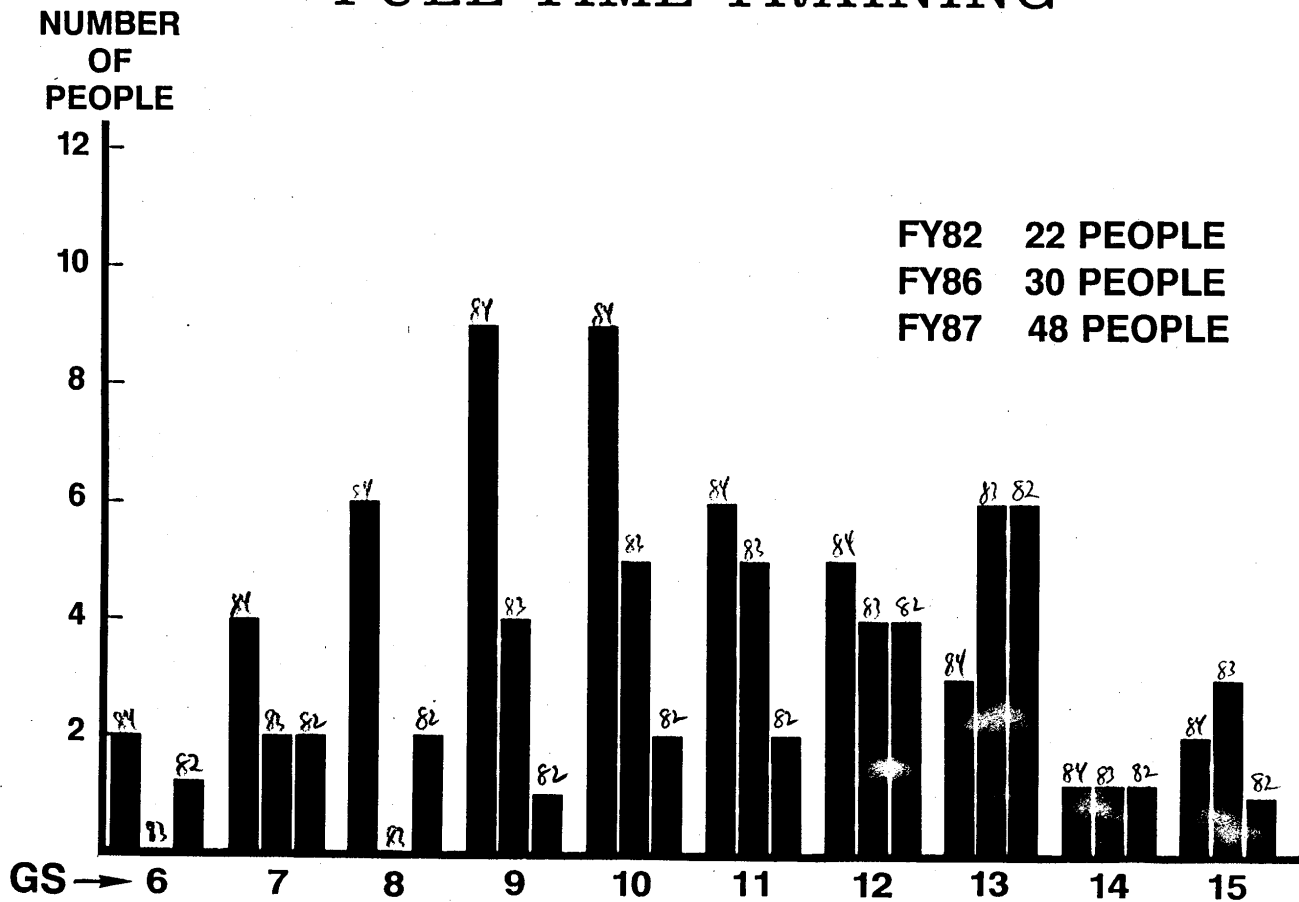
**"WE KNOW WE NEED YOU; AND WE'LL DO OUR BEST TO
MAKE YOU WANT TO STAY AT CIA FOR A FULL CAREER."**

**"I WELCOME YOU AS COLLEAGUES IN AN ORGANIZATION
THAT HAS EXCEPTIONAL SERVICE AS ITS CODE."**

FULL-TIME TRAINING FISCAL YEAR

	1982	1986	1987
DCI	0	0	1
DA	3	8	13
DI	13	8	22
DO	3	2	2
DS&T	3	12	12
	22	30	50

GRADE LEVELS FULL-TIME TRAINING



FULL-TIME TRAINING FY-1987

COMPUTER SCIENCE	15
AREA STUDIES	11
TECHNICAL TRAINING	6
STATISTICS/MATH	5
ENGINEERING	5
MANAGEMENT	5
LIBRARY SCIENCE	3
	50

TRAINING SELECTION BOARD FISCAL YEAR

	1982	1986	1987
SENIOR OFFICER SCHOOLS	16	21	21
O.P.M.	11	14	17
OTHER GOV'T	0	4	3
UNIVERSITIES	11	19	19
BROOKINGS	26	24	49
OTHER PROGRAMS	3	5	7
	67	87	117

TRAINING SELECTION BOARD FY-1987

	DCI	DA	DI	DO	DS&T	
SENIOR OFFICER SCHOOLS	0	3	11	4	3	
O.P.M.	1	2	9	0	5	
OTHER GOV'T	0	0	3	0	0	
UNIVERSITIES	3	5	5	1	6	
BROOKINGS	0	12	12	0	25	
OTHER PROGRAMS	2	1	2	0	2	
	6	23	42	5	41	117

OFF-CAMPUS - FALL 1987

DCI	DA	DI	DO	DS&T	TOTALS
8	121	74	37	34	274

OFF-CAMPUS PROGRAM FISCAL YEAR

	1982	1986	1987
STUDENTS	425	256	460
COURSES	30	19	35
COST	\$52,000	\$57,000	\$114,000

OFF-CAMPUS - FALL 1987 SUBJECTS OF MAJOR INTEREST

DA	DI	DS&T	DO/DCI
PROCUREMENT	USSR	USSR	NONE
CONTRACT LAW	MIDDLE EAST	MIDDLE EAST	
ACCOUNTING	LATIN AMERICA	EAST ASIA	
MICROCOMPUTERS	MICROCOMPUTERS		
PROGRAMMING-REXX	INFO. PROCESSING		
HUMAN BEHAVIOR			
HUMAN RESOURCES			