

*Types of examinations used for employment in the U.S. Department of Labor*

Department employees are hired through examinations developed and administered by the Civil Service Commission or the Department's Board of U.S. Civil Service examiners under the guidance of the Civil Service Commission. Some of these tests are written and some are based on an evaluation of past training and experience. Examples of these examinations are the Federal service entrance examination, the Federal administration and management examination, the economist examination, the stenographer and typist test, and the employment service adviser examination. None of these are personality or psychological examinations. Nor are tests of the type in question used for promotion within the Department.

*Background for Project CAUSE*

Project CAUSE was born to attack the acute problem of youth counselor shortages. Early in 1964, it became apparent that a rapid rise in the supply of counseling personnel would be required to meet current and prospective demands for qualified staff to serve all youth, but particularly disadvantaged youth—those who are out of school and out of work, those who have no special job skills, and those who are disadvantaged either through lack of education and training or because of poverty, race, and environment.

Although there are approximately 50,000 counselors currently employed in the United States—42,000 in the public schools, 3,500 in State employment service offices, 2,500 by State and local rehabilitation agencies, and 2,000 in nonpublic service activities—the Secretary of Labor's "Report on Manpower Requirements, Resources, Utilization and Training," submitted to Congress by the President in March 1964, estimated that an additional 32,000 full-time counselors would have to be trained during the next 3 years—25,000 for the public schools, 5,500 for the State employment services, and about 600 for rehabilitation counseling.

The increase in the counseling staffs of State employment service offices was predicated on the need for adding well-qualified counselors to service regular guidance and counseling programs, new programs for youth authorized by Congress under the Manpower Development and Training Act, as amended, and to provide counseling services to those young men found unfit for military service and referred by selective service to State employment service offices for assistance.

On top of these existing shortages and demands for counseling personnel, the President's antipoverty program and the enactment of the Economic Opportunity Act of 1964 created a further need for qualified and trained people capable of working with and counseling youth for the Neighborhood Youth Corps, the Job Corps, various community action programs and programs such as the youth opportunity campaign just announced by the President last week.

To increase the supply of trained counseling personnel as rapidly as possible, the Bureau of Employment Security initiated Project CAUSE. Project CAUSE has been designed to supplement existing counselor education programs with an affirmative plan to recruit, select, train, and employ—in cooperation with State employment security agencies, universities, and youth counseling experts—approximately 3,500 counselor trainees between June 1964 and October 1965. The BES project's primary goal is to augment the supply of counseling talent to man youth opportunity centers.

*Youth opportunity centers*

The Department of Labor is currently establishing throughout the employment security system a nationwide network of youth opportunity centers to increase the employability and employment of all youth 16 to 21 years of age, but with particular emphasis on disadvantaged youth. These centers are necessary because there are about 1.2 million jobless young people in this country who are with little prospect of getting a job, or of keeping one because they have no particular skills. The number of such youths looking for jobs is increasing rapidly and unemployment for this group is almost three times the rate for the rest of the labor force.

These centers are actually local offices established within the framework of the employment service system. They operate as a focal point for government and community efforts in solving youth employment problems through personalized counseling and, necessary preparation for employment. The services offered depend largely on individual needs. They include interviewing, career guidance, intensive counseling; technical services in preparing for employment; job development; job placement; recommending youth for occupational training; referral to MDTA training or to work and training programs through the Neighborhood Youth Corps and Job Corps; and even referral to other appropriate community