

summer was objectionable to the vast majority of candidates, the position of the Department is that we are not dealing here with the need to justify the use of tests and questionnaires" seems to me not responsive to this subcommittee.

So I would, with the Chair's permission, later on this morning, like to put into the record the evidence which I have been able to accumulate of what the Department of Labor has been doing. This is not so much with a desire to rake up the past, but because I don't think there is any indication that they have reformed. I think they are likely, tomorrow, to thumb their nose—as they did a few months ago—at the Civil Service Commission, and have another one of these damaging personality tests used to deprive people of their right to fair consideration for a job with the Federal Government or with the federally supported programs.

Mr. GALLAGHER. Without objection, it will be so ordered, and the correspondence will become a part of the record.

(The correspondence referred to follows:)

U.S. DEPARTMENT OF LABOR,
BUREAU OF EMPLOYMENT SECURITY,
Washington, D.C., November 20, 1964.

Hon. HENRY S. REUSS,
House of Representatives, Washington, D.C.

DEAR MR. REUSS: Thank you for your telephone inquiry about the recently completed counselor-adviser university summer education program that was conducted at 27 universities by this Department.

As you doubtless realize, there is a shortage of approximately 31,000 trained counselors in the Nation. The recent program, popularly known as Project CAUSE, was aimed at helping to relieve this shortage and to bring immediate and effective help to the more than 1 million young people who are out of school, out of work, and out of hope.

The counselor aids and youth advisers who were trained this summer acquired new skills and techniques which will enable them to reach out to disadvantaged youth wherever they may be—on the streets, in the settlement houses, or at the corner garage. They will prove of immense aid and assistance to the already overburdened counseling staff of the State employment services.

Nearly 22,000 persons applied for this training course in June of this year. The test used was a multiphasic examination which was designed to select candidates who possessed the characteristics that would enable them to become successful counselors. The test was designed not so much to measure the individual's knowledge, but rather their ability to learn.

After the tests were scored they were returned to Washington, where a sophisticated group of 31 professionals from the Bureau of Employment Security's 11 regions selected those who showed the most promise of becoming successful trainees. In all, 21,993 persons sat for the examination. Of these, 1,904 appeared on campus. Certified at the end of the training were 1,751—a remarkably low dropout rate.

In Wisconsin, 28 persons were selected for the training. This is 2 less than the original quota which was 30. The quotas were based on State population and geographic distribution. Thus far, the Wisconsin State Employment Security Agency has employed 23 of the CAUSE trainees. However, the placement process is still continuing and it can be anticipated that additional trainees will be employed.

I wish to assure you that there was no discrimination in the selection process. In fact, it was impossible to tell from the application or the examination what race, color, or creed the applicants were. However, in its recruiting efforts Project CAUSE launched a special direct mail campaign at recent Negro college graduates in an effort to interest them in the training program. I am enclosing an article by Harry Kranz, "A Crash Program To Aid Disadvantaged Youth," which describes this summer's training program in greater detail.

Your interest in this program is appreciated. If you have any additional inquiries, please feel free to call upon us.

Sincerely yours,

ROBERT C. GOODWIN, Administrator.