

Mr. GALLAGHER. Yes, I think we should. We can then assume that you and the Secretary, at the policy level, do feel that this test was an invasion of the individual's privacy?

Mr. WERTS. I am sorry, I didn't hear you, sir.

Mr. GALLAGHER. Can we conclude you do feel now the 1964 test was an invasion of privacy?

Mr. WERTS. I will say I have not gone over this personally with the Secretary, so that I don't know what his views are.

I have not seen until this morning the test here. I was assured that these questions were not on the order of those usually referred to as invasion of privacy. Without further study I wouldn't be able to give you a final conclusive answer on that point.

Mr. GALLAGHER. Well if you would like, we could read some of those questions. However, since you have now said to the subcommittee that these tests have been discontinued, I think that would be sufficient at this point.

Mr. WERTS. Thank you, Mr. Chairman.

Proceeding then with the statement, I can assure the committee that personality tests will not be given this year, nor questions asked that involve invasion of privacy. This year's CAUSE selection process will differ from last year's in that it will serve to determine more completely the relevance of the candidate's experience to work with the disadvantaged.

Mr. HORTON. Mr. Werts, would you read the last sentence before the second paragraph, where you just started now?

Mr. WERTS. Yes. Since the Department does not consider that the testing and selection techniques used for Project CAUSE last 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. In our judgment, the use made of the test materials for the selection of youth counselor trainees was not an invasion of privacy.

Mr. GALLAGHER. This is no longer your opinion though?

Mr. WERTS. As I indicated, when I came to this section of the testimony, I think this is an unfortunate statement, and it is possible of misinterpretation and if anyone takes any offense, I apologize, and take full responsibility for it.

Mr. GALLAGHER. Please proceed.

Mr. WERTS. We are looking for interest in and familiarity with the conditions of disadvantaged youth. This technique is also designed to measure a candidate's sensitivity to youth problems and needs.

The new application questionnaire for CAUSE II is designed to serve as both application and objective standardized interview to allow a candidate to review some of his personal and work experience along the following dimensions:

- (1) Degree of familiarity with poverty and the disadvantaged.
- (2) Interests and attitudes toward the type of work required of Youth Opportunity Center counselors.
- (3) Formal experience background.
- (4) Work attitudes relating to supervision, sensitivity to administration, and work adjustment.
- (5) Counseling skills, knowledge, and aptitudes.