

Applicants may fill out the application at home, and then bring the application answer sheet and booklet to the testing site at the time of taking the CAUSE II selection test. As seen from an examination of the application questionnaire, the candidate selects from five inclusive choices a statement which most closely relates to his work experience, or he endorses a statement which follows an approach to an actual work situation similar to that which he would do or say in the actual situation. This permits us to interview him and at the same time enables us to rapidly and fairly process a large number of applications.

This year's examination was prepared for us by the Department of Health, Education, and Welfare, in conformity with State merit system procedures. Our experience with the assessment of trainees during last year's CAUSE program suggests that this newly designed examination will prove to be an even more relevant and accurate gauge of an individual's suitability for employment that requires constant contact with the disadvantaged. After candidates sit for the examination, a review will be made which emphasizes the candidate's specific substantive knowledge that is directly concerned with youth counseling. We are suggesting, however, that only a minimum score is needed on this examination.

If a candidate has this minimum score, then his application will be used as a basis for selection. In other words, his experience and knowledge of the job to be done will be the basis for selection. This procedure has not been used before in a Federal program and should result in a much more favorable balance of ethnic and minority groups who understand and have experienced conditions of deprivation.

Through the use of computerized information, we can compare each candidate with general statements about the entire group as well as with sample groups that have the characteristics of individuals who have successfully produced in the field. We thus expect, on the basis of our interview-type application, to place our candidates in two groups; first, those who have many of the experiences and background characteristics we feel desirable, and secondly, those who have few of these characteristics.

The coding and weighing of the questionnaire and test results provides some half-dozen subscale scores and there is no possible way of using the five multiple-choice answers from any one question that the candidate may have responded to. This is an efficient and fair way to handle this data which offers maximum protection to the candidate and at the same time insures us of an intelligent selection process.

Thank you for the opportunity of appearing here today.

I will be pleased to attempt to deal with any questions the committee would like to present, Mr. Chairman.

Mr. GALLAGHER. Thank you very much, Mr. Secretary.

While this subcommittee would like very much to commend the Department for its progressive attitude on the use of electronic devices, nevertheless the Chair finds itself in a somewhat perplexed position this morning. The statement does not seem to be moving to the same drumbeat as your declaration of policy. Perhaps if you would like to clear that up, it might better serve our record.

Since you have not had an opportunity to fully examine the test, I would like to read some of these questions to you. They go in part as follows: