

selection process have been used before, and many are of the same form as questions which have been used before, their adaptation to the selection of trainees for Project CAUSE is necessarily experimental. The complete selection process will be evaluated and an item analysis conducted for an evaluation of the role each item played in predicting successful training and successful job performance.

In addition, after further review of the application questionnaire during the month of June, 19 questions were found to be of questionable validity and the answers discarded for purposes of selection.

7. *Question.*—Has the CAUSE II application questionnaire been used before as a screening device? For comparable applicants? With what results?

*Answer.*—The CAUSE II application questionnaire in its present form has not been used before as a screening device. Many of the items on the questionnaire were selected from a bibliography of questionnaire items developed by Standard Oil of Indiana and used by that firm and by others in various personnel selection programs. Other items are of a similar type, although different in content, from those used to screen and place counselors in academic counseling settings.

8. *Question.*—What kind of control group has taken this questionnaire? How was the group selected?

*Answer.*—Within the time available, pretesting of the application questionnaire was done with carefully selected sample populations chosen to reflect particular characteristics, as well as a smaller subgroup chosen for control purposes. Pretesting served two basic functions: (1) as a systems test for the computer program, and (2) as a means for making decisions on the cutoff score to be used with the cognitive test, which was also tested on the same populations. The populations used in the pretesting included master degree counselors at Ohio State University, a sample of white advanced undergraduates at Tuskegee Institute involved in a summer outreach project and another sample of Negro Tuskegee students in the same project; a sample of University of North Dakota students, all of whom were certified teachers preparing for Project Headstart training, and a group of University of Michigan graduate students studying applied psychology. These groups were selected in order to provide comparisons among people of equal educational levels but varying in involvement in antipoverty work.

9. *Question.*—How many persons were either "excluded" or not accepted for CAUSE II training solely because of their inadequate exposure to poverty or lack of personal familiarity with the problems of the disadvantaged? Give a breakdown by number and State.

*Answer.*—The items concerned with the candidates' familiarity with problems of the disadvantaged contributed 25 percent to the applicant's total ranking. As indicated above, no applicant was excluded on the basis of his application responses alone. Each applicant's total ranking, which determined the order of his selection, was based on four factors involved in the application, only one of these being his familiarity with poverty. Once the applicant's rank was established, selection was made down to the quota for that State in order of the ranks. In the majority of States, all applicants who passed the cognitive, civil service type test were offered invitations to training, without regard to rank based on application responses. However, until a complete analysis of the application items can be performed, it will not be possible to determine whether any applicants who were not selected might have been offered an invitation to training had their responses to this section of the application been different.

10. *Question.*—Provide an estimate of the number of minority applicants who were accepted for training in CAUSE II. If not currently available, how soon can this be provided?

*Answer.*—At the time of this testimony, 1,552 trainees have arrived on campus. Of this group, 299 are Negro, making up 19.3 percent of the total group. Another 40 of the 1,552 are Puerto Rican trainees at Catholic University in Puerto Rico. The survey of the number of Negroes selected and in training will be updated when the trainee population has been completed and will be available by July 25. Further breakdowns on minority group status with reference to other racial and/or ethnic and religious groupings is not contemplated.

The trainee group on which the figures are reported here is composed of trainees recruited nationally through the CAUSE II selection, and trainees selected by their States of residence from merit system registers in those States and from among the employees of the State employment services. It is our estimate that among those trainees who were nationally selected through the CAUSE II selection process, 25 to 30 percent are Negro. A definitive count of this group of trainees will be available on July 25.

11. *Question.*—Has the Civil Service Commission reviewed and commented on the CAUSE II Application Questionnaire?