

Evaluate and assign ratings to 1,842,200 applications for Federal employment.

Refer 1,591,000 names to appointing officers in the various Federal agencies from which they will fill 283,100 job vacancies.

Review the qualification of nearly 2,000 candidates proposed by agencies to fill positions in grades GS-16, GS-17, and GS-18, or equivalent rates.

Provide agency managers with 600 to 800 referrals of highly qualified candidates to help fill GS-16, GS-17, or GS-18 positions.

Provide for both competitive hire and in-service personnel actions, new, up-to-date qualifications standards for about 70 major occupational areas and new and additional forms and the 200 tests in 800 forms required to maintain a test inventory that exceeds 5 million booklets.

E. PERSONS RESPONSIBLE

1. Mr. Raymond Jacobson, Director, Bureau of Recruiting and Examining, for operation of the competitive examining system generally.

2. Mr. Seymour S. Berlin, Director, Bureau of Executive Manpower, for the executive assignment system.

3. Mr. O. Glenn Stahl, Director, Bureau of Policies and Standards, for the development of standards, tests, and measurement methods.

Mr. JACOBSON. So this is a very strong consideration in everything we do. In talking about the recruiting and examining program, which represents somewhat over 90 percent of the funds and personnel assigned to category A, the best way to do it briefly, I think, is to give you some idea of what our outputs are and what we are struggling with in terms of the measure of success here.

Basically, the recruiting and examining system, with which the Civil Service Commission is associated in almost everyone's mind, is a system that is designed to attract to the public service the best qualified people we can find. So this is the recruiting side of it—it is designed to provide a fair measure of these people on an equal basis in terms of the requirements of the job to be filled, and finally to provide to the agencies quickly a group of top-quality people for the specific job they have to fill.

Looking at this from a workload standpoint, in order to attract the people for jobs we have to fill, we have been moving gradually toward a system of broader examinations so that the public is not required to compete in a variety of examinations for jobs that are only slightly different from each other, but rather to have a single way of competing, based on relatively common requirements of a variety of jobs.

Now in the 1968 program, we will be processing in the total system roughly 1,800,000 applications from citizens throughout the country. In order to attract these applications, we have to provide information to the public, and we answer something like 6 million inquiries a year through the interagency boards of examiners that the Chairman has spoken of. These inquiries are largely related to employment opportunities: what kind of a job is available; what kind of examination can I take; et cetera.

I want to emphasize that these applicants in our examinations, again in line with what the Chairman has just been speaking about in terms of equal opportunity, do not always involve a written test. We have been trying to find nontest ways of measuring ability, and we have been reasonably successful in doing this for certain kinds of jobs, so that not all of these 1,800,000 applicants will take a written test. They will take an examination that evaluates their education, their experience, their background, and their abilities—