

A number of agencies have sent staff members to universities for full-time training for periods of up to one year. In addition, several laboratories have worked out arrangements with nearby universities under which senior staff members of the laboratory serve as part-time faculty members and give graduate courses to their junior colleagues, often using projects of the laboratory as course or thesis subjects.

Training on the job continues to be the most important and economical method of training large numbers of people in the skills and knowledges required in our complex civilization. This type of training has proved its effectiveness regardless of level and kind of work. It should not be neglected in favor of academic training.

The Commission has authorized a variety of techniques which agencies are encouraged to utilize.

TRAINING AGREEMENTS

Agencies may enter into special agreements with the Civil Service Commission which provide that satisfactory completion of a special course of in-service training qualifies a participant for reassignment or promotion to a specific job.

For example, an agreement may be effected which provides for a promotion after satisfactory completion of six months training to a position for which the individual would not otherwise qualify.

Training programs of this type may be used to bring performance levels of professionals recruited at GS-5 and GS-7 to the GS-7 and GS-9 levels quickly.

EXECUTIVE DEVELOPMENT AGREEMENTS

Agencies may enter into special executive development agreements with the Civil Service Commission which authorize the movement of individuals from professional, scientific, and technical fields to administrative fields in order to prepare them for supervisory assignments in their professional fields.

The agency must show that, within a reasonable time after assignment to the positions covered, employees will acquire the knowledges necessary to perform fully their new duties.

Under such an agreement, agencies can make these movements of personnel without the prior approval of the Commission. If no such agreement has been made, such movement can be accomplished only with the prior approval of the Civil Service Commission.