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HCO TECHNICAL BULLETIN OF  
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Executives in Washington and London:

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THE SUMMARY OF A BULLETIN FROM THE ACADEMY IN WASHINGTON D.C.  
CONCERNING TRAINING.

Scientology organizations have recently surveyed and re-studied training and its results in the light of the best benefits for the student, the public and the organizations themselves, therefore the following programs are being instigated, as they prove feasible. Training is classified and is being enfranchised along the following lines:

FIRST LEVEL: FREE COURSE.

This level of training is performed by Auditors throughout the world and even by the organizations themselves. It consists of a one or two-week free course (depending on whether or not it's given five times a week or three times a week) covering the most elementary principles which general groups can agree with in Scientology. The total aim of this course is to get people who are working in and are interested in Scientology to carry forward more of Scientology programs. This is a very important course both for individuals and the organization, but it's mainly important to the general public. It is not the purpose of this course to teach even a tenth of what appears in "Scientology: The Fundamentals of Thought". The purpose is to take people who have or have not heard of Scientology and give them their first real reality on the subject by taking some of the most elementary but far-reaching principles and getting them to examine the principles and finally come to an agreement concerning them. No certificate is awarded on this course.

SECOND COURSE: ADVANCED COURSE.

This course is given for a fee and consists of twenty hours or more instruction, advancing even further into Scientology and teaching in particular two subjects, ten hours of instruction at least being devoted to each. These instructions cover exactly the first ten-hour period of the Advanced Course: the communication formula and its use; and the second period of at least ten hours: the tone scale. These two subjects are taught - each an equal number of hours so that people can be admitted to an Advanced Course at its mid point. Here again there's no effort to teach auditing but only the use and application of the communication formula and the tone scale. Two books exist for this subject. One is "Dianetics 1955!" which covers the communication formula, and "Science of Survival" which covers at least the elementary tone scale and what can be expected from it. These are the two text books of this particular course. Care must be taken in this course that the student is not overwhelmed and confused but is actually given a few more key stable data with which he can work in line. This course does not intend to make an auditor, there is no certificate granted for this course.

THIRD COURSE: ELEMENTARY SCIENTOLOGIST

This course teaches auditing of individuals and groups and is in actuality a very complete course on the subject of Scientology. It takes up the 1956 HCA tapes, it takes up the various text books and it teaches individual and group processing and teaches as well the handling of organizations and personnel in them. It is probable that this course would cost about \$125 or at least £35. This course requires a right to train from the Founding Church or the H.A.S.I. It ends with a certificate from the Central Organizations, the exact title of this auditor has not been established, but the title would mean Elementary Scientologist. The certificate is signed by the Training Auditor who did the actual training and by the secretary of the organization issuing the certificate. The title of this course would not be an HCA Course even though HCA tapes are used and the certificate given would not be Hubbard Certified Auditor or Hubbard Professional Auditor. As it is to this level that most rights to train are directing themselves and as they are cramped by having to charge so much money and as the examination has occasioned so much difficulty, it is thought to be helpful to Auditors "training in the field" to have this course to teach.

FOURTH COURSE: HUBBARD CERTIFIED AUDITOR

This course will be taught by the Central Organizations only. The British equivalent would be Hubbard Professional Auditor. According to present planning this course would require as its fundamental the requisite certification by a field training auditor either in day or night school, probably most effectively the latter and would apply some of what had been paid on an elementary course to the fee in the Central Organization as a reduction. In other words it would not only be a requisite in having training elsewhere but also the training elsewhere would carry with it a reduction. That this is only taught by the central organizations does not mean the central organizations would not also teach an Elementary Scientologist Course. A considerable rigor of training would be entered in to the central organizations and the certificate of HCA or HPA would be awarded by examination only.

FIFTH COURSE: HUBBARD ADVANCED AUDITOR (B. SCN. ABRGAD)

This course would be an extended Advanced Course which would more closely take up the entire body of theory and information of Scientology and which would improve the Auditor's case level and operational ability. The certificate of Hubbard Advanced Auditor (Bachelor of Scientology abroad) would be awarded at course completion by reason of successful examination.

SIXTH COURSE: HUBBARD GRADUATE AUDITOR (D. SCN. ABRGAD)

This course would be taught as an Advanced Clinical Unit, preferably by L.R.H. only. It would consist of the equivalent of a three-week intensive, two weeks of high school indoctrination so as to be able to cope with any kind of a case and a week of coaching on processes. This is actually a new type of Advanced Clinical Course only so far as its actual pattern is concerned. It would be instructed by L.R.H.

At the end of course by examination the certificate of Hubbard Graduate Auditor or Doctor of Scientology abroad, would be issued.

#### SEVENTH COURSE: ORGANIZATIONAL INTERNSHIP

This course would be actually an internship and would be available in the several ways as follows:

##### TYPE A INTERNSHIP.

(a) The Central Organization chooses amongst the HPA's or HCA's graduating, extremely likely students and offers them a year's internship to be performed in the various organizational units, auditing, instructing and administrating so as to completely familiarise the student with the various workings of the organization (which are sufficiently complex and are sufficiently large study at this time and very few people understand them who are not working with the organizations themselves). The student would sign a contract paying a certain sum of money by the contract to the organization for the year's internship. A Type A Internship would however give the student several weeks of probationary employment at a rather low wage and the remainder of the year employment at a reasonably good wage, only less than that of an equivalent staff member. At the end of his year's training he is given a certificate as a Staff Auditor and with that title, which attests the fact that he has served for a year within the organization in the capacity of a Professional Auditor. The Type A Internship and no other internship would influence earlier training fees contracted. By issuing such internships the organization would be sure that the individual then released into the field would be able to carry on independently and would be able to do extremely well as his auditing would be excellent. The reason of being entered on an internship would not bring about any other degree and these would have to be studied for as in an ACC, deducting only such time of study from the year, but the fees for any additional courses would have to be paid.

##### (b) Type B INTERNSHIP.

A Type B Internship would be solicited by students, not offered by the organization. It would consist of the payment of a fee to the organization for a year's additional training in the organization itself and would follow more or less the same pattern as a Type A Internship, with the exception that the Type B Intern would not be on the payroll. All of his activities would be conducted on a purely self-supporting basis. He would pay the fee to the organization for this work and training. At the end of that time he too would be issued a certificate as Staff Auditor of the organization. Both the Type A Internship and the Type B Internship certificates would be signed by the Director of Training and Director of Processing and by L.R.H.

##### (c) Type C INTERNSHIP.

This Internship would be available to HCAs determining to work with Staff Auditors in the field. In addition to his HCA training he would then have a year's training working in the offices of other auditors. The initiation of a Type C Internship would be totally in the hands of field auditors and the arrangements they would make would be completely

independent of the central organization. The only certificate authorized for a Type C Internship would be an endorsement on the HCA or HPA certificate by the central organization that this auditor had worked for one year with a field auditor under internship.

Concerning all Internships, credit for the Internship fee would be no great liability to the organization since people will get around the organizations for a year actively engaged in handling the fundamental problems of the organizations of Scientology are usually in their later personal practices quite well off. No shorter period than one year should be tolerated. The Intern in leaving the organization or in committing sufficient breaches of the Code of a Scientologist to occasion his dismissal from the organization would not be absolved from his Internship contract and the contract should be so written. When he has passed his probationary period of the first few weeks and has actually been accepted on a full internship basis he is fully committed to his internship contract. Up until that time his dismissal or relief from Internship would absolve him of the contract. The grade of permanent staff would therefore have to be designated. This exists in fact at this time. There are auditors who prefer the companionship and team-work of the organizations to individual practice and these as Instructors and Staff Auditors are the backbone of the organization. They would therefore have to be specially designated as permanent staff and would receive a higher salary than other auditors in the organization - by which is meant permanent interns Type A.

This training plan is built out of experience and although some fault may be found with it in various places it is discovered that a high fee long duration HCA course works a considerable hardship on a field auditor, he does not actually profit from it. He could however profit from a low fee evening or even day-course without the added complexities of central organization examination, checking states of case and the randomness which has occasionally arisen. It is thought that a person with the right to train would be able to support himself much better financially at the lower fee he would rather charge and without having the duress put upon him to do the same amount of work with the student as would be required in an HCA. Furthermore this type of training could be made available in other parts of the world than the United States. The central organization could actively support these rights to train by demanding that training be done to some degree in the field as a requisite to central organization courses. This would permit the central organization to turn out a better grade of HCA in the long run and would actually put a lot of auditors into action throughout the country who would not then, if their work was not of the highest possible calibre, bring embarrassment to auditors in the field who are very busy in numerous directions and do not complete training to the degree that the central organization insists on. One of the reasons this third course is instigated is to permit the auditor with the right to train to swell his numbers of students and to relieve him of the rather heavy expense connected with an arduous complete auditor course and permitting him to exist without putting into rivalry with himself a number of people who have more or less the same degree he has, a point which has lately been found quite important in large cities. A new training contract could be entered into with the central organizations which obviated the irksome "Bond-note" and the duress which has occurred because of the anxiety of the central organization to keep up the quality or raise the quality as high as possible of the HCA or HPA certificate. This arrangement would not influence certificates issued ex post facto,

but would influence all future certificates. Areas of training could be assigned to people with the right to train. It has been discovered that people who take the Free Course and the Advanced Course then get ready for a third course, and unless this course is available they are dead-ended since these are business people who must take their training at night and it is not usually possible for them to take a local course of the vigor of HCA, nevertheless they want to become auditors and professional Scientologists and every effort should be made to encourage them. At the same time, since every auditor who has a right to train has been trained by the central organizations, his own dominance in his area to some degree depends upon his own level of certification by the central organization and he should not be permitted to destroy his dominance in his own area by creating equal grades, or grades which even come within the scope of central organization certificates since the public itself is liable to consider this an equal grade. This is actually antipathetic to the general customs of man, which is why it has not worked. The basic error in all these rights to train was the people were being given the right by the central organization to create at the same level of operation as themselves and a considerable hardship resulted since their own superiority in their own areas then became rivalled and randomness ensued.

It is my recommendation to various staff and executives that this be taken up both in Washington and London, looked over very carefully, and a thorough paper be prepared and issued on the subject giving in addition the exact cost, except in the case of the Elementary Scientologist where the fee should be arranged in the area by the individual auditor doing the training. He should not be limited in his charges or made to charge excessively.

Completely aside from the actual studies which have been made of the subject utilising the data accumulated during the last six years, we have at this time another paralleling program of some interest in the central organizations. This, just amongst ourselves, consists of processing people up to a point of where they can handle other people. We have accomplished this now. It is a fact, and as we ourselves advance in the organization in this capability we then of course extend this capability outwards, therefore we will have to be thinking in terms of seniorities of certificates and training in order to back up this basic program. The basic program of course consists of demanding that everybody that we keep in good circulation and that we help along, have enough processing on the current processes to permit him to control rather easily individuals and groups. This of course going out as the waves in a pool into which a stone is dropped would mean that our organizations would become dominant on earth. It might not even take very long to accomplish this program. In working with this program we of course must have an equivalent series of training staffs.

One further note on Elementary Scientologist. We would require this certificate and successful completion of a further course above as a pre-requisite to Ministerial ordination by the field churches. They are going to ordain people anyway sooner or later and we prefer of course that they ordain at HCA or HPA level, but they can ordain at the Elementary Scientologist level, but we require an HCA ordination and therefore we have a much higher grade of ordination and it makes the ministers which we train dominant in the field.

It is my suggestion that for their own good, people with rights to train and other people who'd like to have rights to train, particularly in the British Isles and in places in America where there is very little training, that this third Elementary Scientologist Course be sold. I do not think it would be wise to undertake in the future HCA training in any branch office of the organization, such as New York or Dublin. I think it should be adequate that these offices simply run a third level course. They would find many more candidates since they would not have to charge as much money and these offices are not equipped to train at HCA the way we're training now.

One of the primary factors which makes this an urgency and gives us a priority in putting it in through the works is the use of a double-type of training which we're doing now in the central organization where we indoctrinate for two or three weeks and even process before we train. Nobody can afford to do this in the field. The cost of it is very high, consequently nobody will do it in the field. Therefore an HCA course and an HPA course will become something entirely different.

There is no reason under this why British auditors in good repute with the organization could not undertake evening courses for people in their area in order to fit students of theirs for using Scientology in industry and personal posts and so forth. The title of the grade is important since it must be good enough to make the field auditor capable of selling it and it must not be so good that it devaluates a central organization certificate - must hang in that middle-ground.

Another factor which occasions this release to executive staff and interested persons is that I am not willing that auditors who are poorly trained and in terrible condition longer use Hubbard Certified Auditor when I have not even seen them or checked them. We're getting sufficiently big that I realise with a shock that I have central organization HCAs around that I have not even met and this is a peculiar state of affairs. We have to have some way of identifying the arduous training which our people receive because we are about to make it about ten times as arduous as anybody in the field would even dream of.

Let's put this one into operation.

L. RON HUBBARD

LRH:pe:mes  
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