

ECONOMIC OPPORTUNITY ACT AMENDMENTS OF 1967 3683

INTER-OFFICE MEMORANDUM

To: W. R. Price.
Date: August 4, 1967.
From: Jack K. Chapman.
At: A/V Training Center, 2305 Telegraph.

This is in response to the letter you sent me from the office of Congressman James H. Scheuer regarding community employment and training programs. I have attached a list of positions which we would consider New Careers and there is a brief statement as to the nature of the job. As I indicated to you in our telephone conversation, we have been in contact with people from the various Equal Opportunity agencies—specifically, Messrs. Douglas Grant and Charles Jackson regarding this New Careers Program.

As you know, we have been engrossed in a number of training activities which have been supported by funds of MDTA (Manpower Development and Training Act) which have been coordinated for us by the Social Development Corporation, a contracting agency for the Department of Labor. We have trained people in standard hospital jobs, but have created curriculum and trained people in two programs which might be considered part of a general New Careers concept, i.e., Clinic Assistants and Clinic Receptionists. We consider these two jobs to be sub-professional in nature inasmuch as these people are directly related to physicians and nurses as well as patients.

However, the best example is that of the Clinic Assistant. This is a job which is directly replacing a professional clinic nurse position. We feel that any of these positions which augment the professional provide the organization, as well as the employees involved, with numerous benefits. For example, there is a critical shortage of nurses and we have had difficulty in recruiting them. Although both hospitals and clinics have these shortages, the hospital shortage is by far the greatest. By freeing up nursing jobs in our clinics with a Clinic Assistant, we are meeting this shortage reasonably well; but at the same time, are diverting professional nurses to the hospitals where we feel their talents can be utilized more fully. Obviously, there is a factor of costs as it relates to our clinic operation which has been a powerful motivating factor over and above the nursing shortage.

From the viewpoint of the nurse, she now is permitted and in a sense must relate herself to things which are "professional." She becomes a supervisor of clinic assistants. She coordinates their activities with the patients and the physicians, but at the same time frees herself of many sub-professional and clerical duties. The employee who goes into this position, in most instances, experiences a job enrichment process and is permitted to move upward on a career ladder. It has been our policy to upgrade at least 50% of the training group from the ranks of our present employees. Most of all, we feel that this is making a more effective use of professional manpower in our organization and this would be true of practically all the jobs that are in the attachment.

The second point that I wish to make is involved with some type of needed coordination by the various agencies which have funds available for training. We have been contacted by agencies that are part of the Department of Health, Education and Welfare, Department of Commerce and Labor, plus the independent agencies of OEO and branches such as the neighborhood Youth Corps, etc. In addition to these, there are other local agencies such as Merritt College, and the Educational Resources Agency of Sacramento—all of whom are involved in the concept of vocational training as it relates to the health and business fields. Granted, they have a specific job to do but I get the feeling that this leads to a great deal of confusion on the part of ourselves as well as other hospitals. Moreover, there is also a feeling of resentment if we say that we are doing business with one agency or the other and are not interested in working with another. So this desire of trying to be fair and work with all agencies enhances the confusion.

There is another aspect to this as it relates to the wide variables that these agencies have in how you conduct the training program. In some contracts that we review they will say that only 15% of the time can be used in classroom instruction. Another agency will say it doesn't make any difference how much classroom instruction you give. One agency will say that the program should run