

ECONOMIC OPPORTUNITY ACT AMENDMENTS OF 1967 3721

been especially qualified. For example, there are many jobs in hospitals which could be done by hospital orderlies or nurses' aides. There are jobs in laboratories such as in care and washing of laboratory glassware which would relieve trained technicians so they could concentrate on jobs for which they have been qualified.

Within public health administration we already have lay people acting as quarantine officers, inspectors, and health educators, but even in these fields there are shortages and there are many jobs within a public health department where individuals with minimal training could perform, relieving those who are better trained for more exacting duties.

Professionals who are relieved of housekeeping duties in all fields would benefit by their work with subprofessionals. The subprofessional himself would receive a feeling of identity and one of usefulness to himself and to the community. Needless to say, society would benefit by releasing people from poverty rolls to become taxpayers and productive citizens.

If at any time you desire further information or if I can be of service, feel free to contact me.

Sincerely,

SAMUEL L. ANDELMAN, M.D., M.P.H.,
Commissioner of Health.

STATE OF NORTH CAROLINA,
PERSONNEL DEPARTMENT,
Raleigh, July 17, 1967.

HON. CARL PERKINS,
*Chairman, House Committee on Education and Labor,
Rayburn House Office Building,
Washington, D.C.*

DEAR MR. PERKINS: At the invitation of Representative James M. Scheuer, I am happy to give you my comments and observations which might be pertinent to the consideration of amendments to Title I of the Economic Opportunity Act and, specifically, to the concept of New Careers as an approach to the problem of manpower shortages.

The North Carolina State Personnel Department, as presently constituted, was created by State statute enacted effective July 1, 1965. Among other major responsibilities of the Personnel Department, the statute enumerates "Subject to the approval of the Governor, the State Personnel Board shall establish policies and rules governing each of the following:

"(7) Cooperation with the Department of Public Instruction, the State Board of Education, the Board of Higher Education, and the colleges and universities of the State in developing pre-service and in-service training programs."

In the First Report on Training and Development Activities of the North Carolina State Personnel Department in May, 1966, we included the following:

"The State Personnel Department is working with the State Planning Task Force, the State Boards of Health, Mental Health and Public Welfare, the Department of Public Instruction and the State Library in developing a proposed project which will be a demonstration effort in training one thousand indigenous workers for careers with State and local human service agencies. The State Planning Task Force is serving as a coordinating agency in the endeavor, aid in administering pre-employment training and evaluating the program will be provided by the Employment Security Commission, State Personnel Department, Department of Community Colleges and the University of North Carolina.

"The purposes of this training program are: (1) To select and train low-income people to carry appropriate roles in relation to the professional service offered in health, education and welfare programs; (2) To develop curriculum and methodology of training for the roles thus established; (3) To develop a conceptual framework for effective and imaginative utilization of the semi-professional and non-professional in community and social programs; (4) To expand employment opportunities in the human services area.

"The initial planning evolved out of the need for new subprofessional personnel in local health and related departments as a result of demonstration projects being undertaken by community action programs. Additionally some departments have been experimenting with the use of nonprofessional and subprofessional personnel. The creative use of appropriately trained non-professionals can have an effect on agency manpower needs and at the same time expedite the service process.