

in alcoholism, addiction, and in all the other components of the community mental health center so that health services can be significantly improved and these people provided an opportunity for advancement.

Thank you.

Mr. ROGERS. Thank you very much.

Let me just ask you: Have you done this in your center?

Dr. FISHMAN. Yes, we have; in all fields, including alcoholism and addiction.

Mr. ROGERS. How many people have you used in this capacity?

Dr. FISHMAN. We have at this point trained and utilized 70 to 80 such people.

Mr. ROGERS. Have they been given the opportunity to advance?

Dr. FISHMAN. Yes. We have developed three levels of subprofessional advancement, beginning with the aide, on to the mental health assistant, mental health associate, and mental health technician.

Mr. ROGERS. Do you give them education along with the in-house training?

Dr. FISHMAN. We have programs to supplement the training, and are now negotiating with the Washington Technical Institute for a joint program that could lead to an associate of arts degree.

Mr. ROGERS. It might be well if you gave us your setup.

Dr. FISHMAN. I would be glad to.

(The following information was received by the committee:)

STATEMENT OF DR. JACOB FISHMAN, DIRECTOR, HOWARD UNIVERSITY COMMUNITY MENTAL HEALTH CENTER, ON CAREER DEVELOPMENT AND RELATED TRAINING AND EDUCATION FOR PERSONNEL IN THE MENTAL HEALTH PROGRAM

In the past several years of experience with job and career development and related training and education we have found the following to be critical elements in the success of any such programs:

1. JOB DEVELOPMENT

The creation of permanent subprofessional positions in community mental health facilities or other agencies which can lead to career advancement is the ultimate test of the acceptance of a new level of personnel. Without such positions, training of mental health aides can have no real effect as a vehicle for social change or delivery of services.

The initial step, therefore, should be an analysis of structure and manpower needs of the facility, the climate of acceptance or resistance to innovative approaches, and the possible ways in which the subprofessional can help fill some of the gaps in the delivery of services in the community.

Usually the mental health aide job description includes primarily community outreach functions and group leadership. It is the mental health aide who provides treatment assistance to the professional team and acts as liaison between the alcoholic or the addict and the professional staff.

2. CAREER LADDERS

The availability of opportunities and career steps that will enable a person to move toward a desired career is necessary for continued motivation. This requires a linkage of the products of job development into a series of entry level, second, third and fourth level jobs with the potential for upward mobility built in. Local educational resources can provide the necessary training programs and certification for movement from one job to the next. This is a crucial component of the model and requires the combined efforts of the employing agency, civil service and the educational institution. An example of the career ladder as used for the mental health aide in the Community Mental Health Center is: