

sons who can provide continual and consistent health care programs.

Existing Resources: Federal Government policies and programs already exist within the Canada Employment and Immigration Commission which, with minor adaptations, would quickly provide the practical structure for these health auxiliary training programs. There also exists a Community Health Representative Program (Recommendation 12) which would immediately supply qualified Native candidates for specialized technical training. Other Federal departments, such as National Health and Welfare and Indian Affairs and Northern Development, have the expertise to help design the curricula and to provide technical assistance for the programs. The various Native organizations are eager at this time to participate in the designing of the paraprofessional roles and duties so that they relate directly and effectively to conditions and needs within Native communities.

Flexible Program: The Community Health Representative (CHR) program in the United States now sees more than 50% of its representatives go on for the kinds of specialized training that is being called for in this recommendation. In Canada, the CHR program, although national in scope, provides the kind of flexibility which will permit individual representatives to be trained to meet the unique needs of a specific community. At the same time, because it is a well-established national enterprise, the CHR program will ensure that standards of basic health education are met before the individual candidate enters the paraprofessional program.

CEIC's Role: The Canada Employment and Immigration Commission has played a major role in the development of the Community Health Representative program across the country by underwriting the training costs. The Committee feels that the Commission now has two agencies within it which can provide the expertise needed to co-ordinate the de-

velopment of more specialized paraprofessional training programs:



- **The Manpower Training Branch** administers all CEIC training programs, including a special one called Training Opportunities For Natives Initiative (TONI). This Branch negotiates with provincial governments over the design and content of special training programs, and purchases these programs from the educational institutions which are operated in the provinces. Furthermore, there are a number of colleges in Canada which now provide special programs for Native students in

