

symptom ratings. There are no appraisals by the significant others in their social networks of the psychosocial role competence of patients before, during or after, hospitalization.

The authors appear to have been aware of the theory–practice divergence dilemmas that emerged. It is to their considerable credit that multi-disciplinary, empirico-pragmatic, scrutiny of their operations at the interface between social system and personality system caused them, in their summary, to note “. . . there are obvious signs of rapprochement in the minds of the various workers and between the various approaches. The therapeutic community reflects this rapprochement at the social end of the continuum, and may even do so at the genetic end when it works through its pioneering and cross-fertilizing phase” (p. 217).

Fraser House began increasingly to involve families in therapy. Family members participated in large and small group therapies; marital couples and whole families were admitted to the unit; and more staff time and energy became invested in “follow-up”—continuing intervention in the family field of forces by home visitors.

In summary, this book offers a commendable review of the therapeutic community and its theoretical foundations. The authors have made a determined attempt to evaluate and modify their own operations; their description of Fraser House's operations provides a case study of the vicissitudes encountered in translating social theory into sociotherapeutic practice.

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NONPROFESSIONALS IN THE HUMAN SERVICES, Edited by CHARLES GROSSER, WILLIAM E. HENRY and JAMES G. KELLY. Jossey-Bass, Inc., 263 pp., \$8.50.

THIS volume is a collection of papers that were, with one or two exceptions, presented at a conference on the Nonprofessional in Mental Health Work held in Washington, D.C. in May, 1967.

Previous publications that addressed the use of nonprofessionals have tended to amount to almost religious cants, extolling the many advantages of the nonprofessional worker as therapist, interpreter of agency policy, recruiter of clientele, and many other functions. This collection of papers, although clearly endorsing and encouraging the utilization of nonprofessionals, takes a less romantic view and critically examines our limited experience with the full utilization of nonprofessionals in human service agencies, the potential pitfalls in such programs for the nonprofessional and clients, as well as the limitation of such programs in raising substantial numbers of individuals out of poverty and into a permanent job market. Goldberg, for example, in an excellent overview of the numerous considerations necessary for successful utilization of nonprofessionals, states that it is “one thing to be enthusiastic about casual dating—or, in this case, scattered demonstration programs—but another to contemplate a serious courtship which may culminate in a permanent alliance.”

The conference from which the papers in this volume were drawn was sponsored by the National Association of Social Workers and the American Psychological Association. It is therefore not surprising that a number of the papers seriously address the character of the helping professions and indicate the changes that are necessary before nonprofessionals can be maximally utilized. The Prologue, written by the editors, concludes with a list of recommendations for both professional organizations and training institutions to alter their programs and practices so that the contribution of both the professionals and nonprofessionals can be most effectively integrated in providing improved service delivery systems.

The struggles of these two professions, particularly social work, to gain status and prestige are clearly outlined as well as their resistance to the inclusion of "non-accredited" colleagues. The dilemmas of self interest and domain protection versus social justice and progress for the disenfranchized are boldly posed. Although solutions are not readily offered, the problems and their causes are sharply drawn.

Attention is also given to the educational institutions that produce social workers and psychologists. Suggestions are made for the training of new groups of sub-professional social workers and psychologists. Additionally, alterations in the education of the professionals are also suggested so that staff with varying levels of training can work productively as team members. Unfortunately the discussion of the training of nonprofessionals is constrained by a total reliance on established educational institutions and little or no attention is given to alternative training sites. However limited the perspective may be, the suggested changes in our professional schools could greatly further the cause of nonprofessionals.

Since a major force behind the current interest in the use of nonprofessionals has been Congressional action beginning with Economic Opportunity Act of 1966, a concluding section of the volume contains several papers that comment on Federal programs establishing or supporting the use of nonprofessionals. A useful appendix lists the significant federal legislation. Because the conference from which this collection of papers was drawn was held in 1967, one paper appears to have been added so that the information is current with the publication date of 1969.

It is this section of the book that this reviewer found depressing in light of recent development in the Federal government and makes the contribution of the book appear dated and perhaps only of historical interest. Several of the writers suggest that the concept of "new careers" and wide spread use of nonprofessionals is an established part of our national manpower policy. Representative Scheuer describes "almost universal acceptance of the nonprofessional—new careers concept" and the impression is given that continuing strong Federal support of these programs is a certainty. Unfortunately, such support seems to be dwindling and many "new careerists" undoubtedly are again underemployed or unemployed.

In general, this collection of papers makes a major contribution to our understanding of the issues involved in the utilization of nonprofessionals. The various goals that are implicit and explicit in such programs are clarified and at least the paths to solutions are suggested. The joint sponsorship of the book by two professional associations is a beginning step in lowering the resistance to the inclusion of nonprofessionals within our ranks.

The strength of this book is the relative lack of ideological rhetoric and lengthy program descriptions of apparently successful programs. Rather, a more detached, objective, and thoughtful analysis is offered of the issues confronting society, the helping professions, and human service organisations in implementing programs that employ nonprofessionals. As a result, earlier collections of papers will be more useful to those interested in knowing the

design of specific new careers programs, the range of tasks indigenous workers may perform and other programmatic details.

The quality of the papers vary as does the level of analysis. However, this does not seriously detract from the utility of the book. Like most collections of papers, the lack of integration between chapters allows a reader to select areas of interest without reading the entire volume. The absence of any substantial empirical research is apparent. Perhaps the publication of some evaluative research will be the next stage in the development of a body of literature regarding nonprofessionals.

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