

INDIAN AFFAIRS AND NORTHERN DEVELOPMENT: They have about 300 coming to retirement per year and possibly because of this relatively large number, this Department together with Public Works and Supply and Services has done more than others in the provision of pre-retirement "courses". They now operate three courses per year and this year they are concentrating these in 12 sessions spread over five full days (2 days consecutive). In addition to Ottawa, they are also running three courses each in the regions of Calgary, Regina and Edmonton and hope to run one in Toronto. They have not provided for any correlated personal counselling. They have published an evaluation of the first course in 1971-1972. They have also prepared an interesting and useful book for use during their course. This includes tables to be filled in by employees covering income planning now and after retirement; expenses now and then; lists of assets and liabilities; and location of valuable papers, etc.

ENERGY, MINES AND RESOURCES: Have recommended "courses" to their "management committee", estimating that it would require one man-year to operate. Recommendation not accepted but they have sent several personnel officers to attend the course offered by the Ottawa School Board. Will also pay for any employee who wishes to attend such courses.

DEPARTMENT OF NATIONAL DEFENCE: For some time, this Department has operated a counselling service under the expert guidance of a psychologist. Their problem is clearly different from that of civilian departments in that they have persons of all ranks, required to retire at relatively early ages. Thus, their counselling is largely directed to finding "jobs" at all levels of education and at varying ages. In fact, it is entitled "Civilian Employment Assistance Programme (D.N.D.)" or, in keeping with current usages, simply "CEAP". This is open to all servicemen within five years of CRA (Compulsory Release Age). Through an arrangement with Manpower and Immigration counsellors of that Department have been designated and trained as military specialists - mostly ex-service men.