

When the service man (or woman) has elected to prepare himself for a particular job, he is shown how he can improve his chances by taking additional educational, technical or trade courses, and is then turned over to the educational officer, who helps him arrange to take the course or courses through the Canadian Legion Educational Services. Those courses include primary and secondary school and college courses, technical, trades and agricultural courses, and their standards are accepted throughout the Dominion.

The R.C.A.F. had a triple purpose in building this program. First and foremost, the object is to demobilize men and women equipped not merely with a better-than-average chance of finding a job, but with a better-than-average chance of finding a job which is suited to the man or woman and which offers some prospects of security, satisfaction and promotion.

When a member of the air force is discharged, he or she is provided by the R.C.A.F. with a booklet of introduction to prospective employers indicating the career for which he has been counselled and reviewing his air force experience and training and his degree of success, plus any additional studies he has undertaken while still in the service. If jobs are available, those who have done something about it, it is felt, are the ones who should stand the best chances.

The second purpose of this plan is morale-building. It is considered that an appeal to a person's self-interest is likely to result in a constructive activity of benefit to the individual while he or she is still in the service.

The third benefit is therapeutic. A common result of flying strain is restlessness combined with lack of direction. Personnel counselling has already proved effective in helping repatriates and convalescents to restore purpose to their lives and ease tensions which have been accumulated.

Any available surveys of post-war employment opportunities are studied for the R.C.A.F. with the object of directing personnel into the less crowded fields. These surveys are naturally built on probabilities, but every effort is made to keep them as reliable as possible and to keep them fluid and capable of adjustment under changing conditions.

Job analyses have been made for all those occupations engaged in by approximately 80% of persons employed in Canada.

Certain large industries have already made their own surveys as to the probable post-war requirements for employees in different occupations within their own particular industry. Again it is possible to provide only a rough estimate. Some large employers who have lost hundreds of employees to the armed forces have supplied the air force with a list of their former employees, together with details of the kind of work they did and where they lived. In turn the R.C.A.F. will give these employers information as to the men's service records and abilities, and the employer will then furnish lists of supplementary courses which the men may take while still in the service to fit them for better jobs.

This program is being organized in such a way that it is capable of rapid expansion. A sudden cessation of hostilities might conceivably leave a large number of personnel out of operations and awaiting discharge for a longer or shorter period. This will be the right time for them to devote themselves to the fullest to the opportunities provided to fit themselves into the country's post-war economy.

Personnel counsellors are continually being trained, and it is planned to put many educational officers through the course. In small units

OBJECT
OF THE
PROGRAM

JOB
RESEARCH

FUTURE
DEVELOPMENT