

The idea of a basic, thorough and comprehensive evaluation was built right into the Department's structure and its philosophy about nine years ago when the Department was begun. At that time we established what was one of the very first planning and evaluation branches that any department in Ottawa had. (24:6)

In general terms the Committee agreed that the Department of Manpower and Immigration carries out an impressive range of the evaluative procedures compared to many other government departments. However, several witnesses were critical of both the technique and the accuracy of the data collected by this Division. The Committee's concern centered more on the availability of that data through publication, and the application of it to adapt and change existing programs to make them more effective in meeting their objectives.

Forecasting

A sine qua non of manpower planning is an adequate system of occupational forecasting. Efforts in this area are still sadly lacking, so that the determination of the type of occupational training to be given from year to year has amounted to 'groping in the dark.' (Canadian Council on Social Development) (12:77)

The Division is confident that with the operation of its two newest forecasting tools, Canadian Occupational Forecasting Program (COFOR) and Forward Occupational Imbalance Listing (FOIL), it will no longer be 'groping in the dark' in establishing priorities for both types of courses and numbers of participants in the training program of the Department.

COFOR provides a six year forecast for the five hundred main occupations in Canada for each of the ten provinces based on the definitions in the *Canadian Classification and Dictionary of Occupations*. The first projections of future demands from this program were published in June 1975. Mr. Campbell told the Committee:

It represents the very best that can be done, in my view, given the state of the art in Canada at the moment. It is something that could not have been done nearly as well three or four years ago. The data was not available, the developed models were not available. I think it represents fairly a truly major development on the forecasting scene. (24:10)

COFOR results, however, do not pick up localized market situations or provide data for more immediate planning. This need has led to the development of Forward Occupational Imbalance Listing (FOIL) which was produced for the first time in March 1975 and will be published quarterly.

FOIL can be regarded as a short-term eclectic COFOR...FOIL is the distillation of varied indicators...both quantitative—job vacancy survey data, Unemployment Insurance claimant data, operational data, selected COFOR results, etc., and qualitative judgements of some twenty-five members of the regional economic staff, employment development specialists and headquarters employers services branch.²

While five hundred occupations are reviewed the list does not include labouring and other low-skilled occupations, agricultural occupations or profes-

² FOIL, Volume One, Number Two, June 1975, Introduction.