

processes. Now, I would not want to claim that this is by any means complete or 100 per cent effective or anything like that. I think we are not necessarily doing an effective job on this front in Canada today, but there is a machinery and a mechanism. Part of the problem is that it requires a very skilled set of people to really diagnose the handicaps that people have. It requires quite often psychiatric skills, medical skills, social work skills and other skills, and it is to bring all of these kinds of skills to bear on an individual who has a whole complex of problems of a medical, psychiatric, social and economic character—that is the difficult thing to do from a diagnostic point of view. It is equally difficult to them to prescribe the appropriate course of rehabilitation and to bring together the various programs that will really do a job for the person.

**Senator Thompson:** How many social workers do you have in your employment staffs in the manpower offices?

**Dr. Dymond:** My impression is not too many. When we need these kinds of services, we tend to refer to agencies.

**Senator Thompson:** Do you have any involved as managers of offices or even as workers in offices?

**Dr. Dymond:** I think some of our counsellors have backgrounds in social work, but we are not hiring them as social workers.

**The Chairman:** I note from page 3 of your appendix that you make annual reports on the economic and employment outlook. Are you the only people involved in this kind of forecast?

**Dr. Dymond:** No. To my knowledge the main economic departments are all doing various kinds of economic forecasting. The Department of Finance does; the bank does, trade and commerce does. Our forecast, of course, is pitched primarily at employment, unemployment and the labour force in an economic context. In other words, the focus of our forecast is different from that of their forecasts.

**The Chairman:** Would it be done completely independently?

**Dr. Dymond:** No. While we do some independent work, we rely heavily on the work done in finance and trade and commerce and the bank in this area. Not that we accept it 100 per cent, but we do some very careful cross-checking with them and vice versa. So far as they are concerned, what they build into their forecasts on the employment, labour force, and immigration will tend to be the views that we come

up with, judged by their own independent assessment, of course.

**The Chairman:** Is this done through informal consultations or through a more systematic organization?

**Dr. Dymond:** Basically, it is done through informal consultations, although from time to time, usually under the chairmanship of an officer in finance, there will be an exchange of information on the economic outlook. But it is not in my experience a regular thing. It tends to be as often as finance wishes to check with other departments on the outlook.

**The Chairman:** On page 9 of the main brief there is a statement related to the Research Branch, where you say that the Research Branch carries out fundamental analyses of the functioning of the economy and the labour market, provided long- and short-range forecasts of manpower needs, and conducts research on departmental manpower and immigration programs. I suppose that this is a very general statement and does not mean that you intend to do research in all aspects of the functioning of the economy.

**Dr. Dymond:** No. We would not go any more deeply into the functioning of the economy than was necessary to understand the allocation process for manpower, the operation of the labour market, and so on. We tend to rely pretty heavily for that background on the work of other departments, the Economic Council and independent scholars. We would only go into it as required in relation to our fundamental emphasis on manpower, employment and the labour force.

**The Chairman:** So far as your actual program of research is concerned, in its relation to forecasts, you have not gone beyond 1975 yet.

**Dr. Dymond:** No. We have a project now, using pretty primitive methods, forecasting manpower requirements to 1975, projected largely for Canada and the regions for approximately 200 occupational classes.

**Mr. Pankhurst:** There are about 250 occupational classes in about 12 industrial divisions.

**Dr. Dymond:** I might say that we are giving some thought to the development of an econometric model for manpower forecasting, in consultation with the Economic Councils, DBS and other agencies. In other words, we would like to have a model we could constantly adapt as we have changing knowledge of the economic outlook and changing input relationships for manpower rather than con-