

but with advance planning those based in Ottawa should be able to arrange attendance.

Alternately, it would seem preferable and more equitable to establish such courses in Ottawa and wherever the demand exists for all people after the working day and for a reasonable fee. There should be no difficulty in setting up such programmes, not only in Ottawa, but elsewhere, where numbers would justify them. The Ontario Department of Education has had the experience to run such an operation and the universities should be willing to "weigh in" if the project is broad enough in scope. Perhaps Treasury Board, acting for Government, could work with the provinces and the universities to establish such courses and courses to train counsellors.

R19.

To repeat, however, these courses are only one of the tools that can be used in this whole question of preparation for retirement. It would seem as if they will be useful to those who have had the foresight to think about retirement and to be determined to prepare for it, but in themselves they are not enough. Mr. H. L. Douse, who is one of the prime movers and organizers of the course offered by the Ontario Department of Education in Ottawa, admits that the courses do need personal counselling within each Department to supplement the general information available from the courses. It seems clear that it is this personal counselling that really is at the root of the problem. Depending on how well it is done and with what sense of interest by "management" in its employees, will dividends be gleaned in the way of improved morale within the Department - and, of course, employees materially helped to bridge the gap from an active life to a "second career" in retirement.

Some personal "passport" or "retirement handbook" seems to be a most useful, if not essential, adjunct to any group counselling course or to any personal counselling programme. There is no reason why such a book should not be prepared for general use

R20.