

### Supplementary Training For New Officers

201. The second type of training need we have identified is the supplementary training - that is, the classroom courses necessary to supplement the working assignments included in the on-the-job training. In the past, this type of training has consisted principally of the University of the East Block lectures and the Trans-Canada Tour.
202. Of the existing supplementary training programmes the Trans-Canada Tour is highly regarded by officers who have participated in it. Participants clearly feel that it fills a definite need in a most acceptable way. The only criticism we heard is that it covers too much for a person to absorb in a single continuous period. We believe it would be better if the tour were divided into two parts - say an Eastern section and a Western section - separated by an interval of at least six weeks.
203. The University of the East Block came in for heavy criticism from the officers interviewed who expressed views very similar to those contained in Mr. Day's 1962 report. Almost unanimously the officers interviewed condemned the "deadliness" of the concentrated lecture method of instruction. Under the best of conditions the lecture method is probably the least effective method of teaching, particularly for a group of young men and women who, for the most part, have recently finished a long period of classroom learning and have been looking for practical work rather than more lectures. A change to more participative teaching techniques is clearly required.
204. Some of the criticism of the University of the East Block which we heard also suggested a change in timing, at least for part of its content. It seemed clear that the depth study of Government