

The present period is one of assessment and regrouping of forces for the planning of the future. New financial considerations and new concepts of services and administration are emerging.

Some provinces, notably Quebec, would like to assume greater responsibility for social welfare programmes and to have the Federal Government transfer the taxing powers required for their financing. Other provinces prefer to see federal initiatives and support retained and national standards developed and supported. The funds accumulated by social insurance programmes are an important consideration, both because of the fiscal resources they supply and the danger that might be inherent in the limitations of provincial funds as a sole source of income in the event of widespread depression.

Increasing interest in the possibility of a guaranteed income for all persons in Canada opens up new areas of policy in social and economic development.

#### IV. MEETING MANPOWER NEEDS FOR SOCIAL WELFARE

The Canadian labour force, in both public and private sectors, is prepared for its tasks by educational institutions at all levels and by specialized government training programmes. The Federal Government and the provincial governments conduct extensive research into future manpower needs in a partnership approach to preparing Canadians to enter fully into and assist in the growth of a healthy economy. Formal manpower planning in Canada is predominantly economically-oriented although recent years have seen a gradually evolving appreciation of manpower planning as being part of a larger human resources development approach to the economy, with manpower policies being increasingly assessed on social as well as on the traditional economic factors. The displacement of traditional occupations by rapid technological advances and the resulting needs for new employment skills and mobility have emphasized the relation between employment and general family living conditions. More Canadians are coming to realize the need to acquire more than one type of occupational skill and perhaps live in different locations throughout their work careers.

The considerably increased number of women in the labour force has also had considerable effect on family living patterns. In recruiting and placing workers in employment positions, the intervention of government-employed manpower counsellors is increasing in scope and in depth. Counselling is being focused more today on relating available employment to the aptitudes and interests of prospective employees. Manpower-mobility programmes assist workers in economically stagnant areas to move with their families to new locations where work is available.

The growing industrialization and increasing concentration of the population has presented challenges to the meeting of social work training. Social work in Canada has grown through various phases. In its beginnings, it had its expression in the provision of material services to the destitute by concerned citizens who lacked special training for their charitable work. From these efforts to help the less fortunate, a body of knowledge gradually evolved in the early years of the twentieth century which led to the development of formal social work education. The "professionals" emerging from the schools of social work have always been insufficient to the need for their services. This shortage forced the expanding social service agencies to initiate their own training programmes for untrained staff members. The graduates of these training programmes were seen as less skilled