

which pertain to the carrying out of social work in practice.

3. An assured demand for the product of the school, for just as people could not be drawn into the study of medicine if the sick were content to depend upon quack doctors and ancient methods of treatment, so people will not be attracted to the study of social service as a vocation if our philanthropies are content to employ people who are only capable of giving doles and pity.

Montreal as a Social Laboratory.

In 1918, when the Department was organised (exclusive of war-time agencies) there were only four types of case working agencies in existence:

- A. The Charity Organization Society (family care).
- B. The Women's Directory (the unmarried mother).
- C. The Hospital Social Service Departments (follow up after discharge)
- D. The Juvenile Court (probation)

B, C and D represent special types of work and should not be used for field work training in the first instance for an inexperienced student if type A is well equipped to offer the training required.

Some estimate of the ability of the Charity Organization Society to perform this service may be gained from these facts:

During the period August 1918 to August 1921, two General Secretaries have resigned, one Case-Supervisor resigned early in 1919 and has never been replaced. Case work supervision was nominally undertaken by the General Secretary; in reality, there was little or no supervision until the present Acting General Secretary was given this responsibility; she has had no case work experience and had been Registrar, in charge of records.

The following facts will give some idea of the strength of the Organization from the standpoint of its ability to train students in the field.

During the three years from August 1918 to August 1921, 43 different Case Workers have filled a maximum of 12 different positions at any one time. Only 4 of these had special training in a school of social work. Of the present reduced staff of 5, one has been on the staff since December 1911, the other 4 came December 1919, January 1920, May 1920 and August 1921. Not one of the five could be considered fully competent to train students in their field work.