Point 1. The likelihood of programs of education for retirement being sponsored and encouraged by the government for the benefit of all Canadians as opposed to just Public Servants.

Point 2. Subject to 1 (above) the degree of responsibility the government, as employer, should undertake.

Point 3. He also suggests the need to consider the pros and cons of a uniform or co-ordinated approach by departments. Again, in this context, Mr. Wood is clearly relating "programmes" to "courses" and it is here that I believe our thinking must be broadened. Courses are only one method; clearly, if well done, of great value to those attending, but for one reason or another not necessarily the best method and certainly not the only one to be considered.

I will deal with these three cardinal considerations later in this report.

More detailed notes concerning what each Department is doing are tabulated in Appendix A.

(C) BY CANADIAN COMPANIES:

It is very difficult to obtain any sort of statistical summary of what "North American" companies are doing in this area of pre-retirement preparation or counselling. Surveys carried out by various organizations in the United States, such as the Conference Board for example, arrive at some statistical conclusions, but these are neces-sarily incomplete and may, in fact, be misleading. What is a programme? The best that one can do is to discuss the problem with a number of large companies and try to arrive at some sort of idea of what is going on, what are the attitudes.

In Appendices B and G, I have given some brief notes on company practices in both Canada and the United States that are a combination of the results of calls made, correspondence or information gleaned from newspapers or other articles. The details, such as they are, are given not so much as a study of any one company's practices, but rather to give an overall "feel" of the situation in the private sector. It will be observed that of the 28 Canadian companies, only four are now using the "course" method and a few have tried and abandoned