

Q. Can you give us a concrete instance; you can call him Mr. A.?—A. I have not much of a memory for names, but an obvious example was that of a man called A., we will say, who took, I think nearly ten months in the cabinetmaking. We got him a job down in one of the big departmental stores here in Ottawa mending furniture. He was reported to me recently as being in the position of not being able to do all the work it was necessary to do down there. He was a splendid little worker and intelligent, but he had not got all the experience necessary to enable him to deal with all the problems that met him in repairing furniture in that store.

Q. Would he learn that even in an eighteen months' course?—A. He would learn a great deal more than he would in the shorter course. For instance if you kept that man for eighteen months working in the cabinetmaking shop and then put him out for some months in this departmental store, or in a furniture factory to finish with, it would be better. We endeavour as much as possible to give a man part of his course in the school and put him out in some practical place for the last two or three months of his course.

Q. I suppose, as a matter of fact, that you could keep these men for three years, and at the end of that time they would need more training?—A. Not some of them. You have had impressed on you the difference between the different men and how we have to treat each man differently. You will recognize that a person like myself or an instructor, who are in touch with these men all the time are in a fairly good position to judge as to the mental and moral character and as to whether the man is merely staying on for the pay and allowances or is really trying to make good, and it is possible to judge with only an ordinary margin of error as to exactly who should be given a further chance.

Q. How many men have completed their training with you?—A. 113.

Q. Of the 113, can you give us an estimate of the number you do not think have had a sufficient training from the standpoint you have just been discussing? What percentage?—A. I should say 60 per cent of those did not have sufficient training to make them reasonably expert in their line; that is, they would just manage to hold a job as the man I mentioned did for four months. Therefore he goes down on our records as permanently re-established, but something comes up that he cannot do later on, and he loses his job. These are a sort of medium case, not too bad, and not very good. There is probably another 30 per cent who really have not had enough training to start in and hold a job, except with some exceptional sympathy from the employer, or something like that.

Q. I would presume that the department has consulted from time to time the men who have engaged in the work. In addition to that I would presume that they consulted experts in connection with this problem; and apparently they have arrived at the conclusion that an average of about eight months is sufficient for the training that they think is necessary. You would not agree with that?—A. No, I believe there were no experts in this matter until our department took it up. I do not think the department actually claims that itself. I think the department is limited.

Q. Probably I might put the question another way. From an experience running over a period of three years, they have come to that conclusion; that is from all the instances they are dealing with, and with the results they have obtained from these instances; the men who have been placed in employment, and what they have ascertained as to the position of these men; they are still maintaining an average of an eight months' period. Apparently they still think that is sufficient on the whole, provision, of course, being made for the exceptional cases where it is deemed advisable to give more time?—A. What are the exceptional cases, Mr. Calder?

Q. We had evidence from some other officials of the department to the effect that some men have received training for ten, twelve, sixteen and eighteen months. These are the exceptional cases?—A. It is not so very exceptional. For a man on showing a sufficiently good reason we can get ten months, but the only cases where I have