

No. 4

MCGILL UNIVERSITY
MONTREAL
DEPARTMENT OF SOCIAL SERVICE

COMMITTEE:
SIR WILLIAM PETERSON, CHAIRMAN.
DR. F. D. ADAMS
W. M. BIRKS, ESQ.
DR. WILLIAM CALDWELL
PROF. J. A. DALE

DIRECTOR: J. HOWARD T. FALK
OFFICE: ARTS BUILDING, TEL. UPTOWN 5920

January, 1919.

A Plan for Social Training at McGill
University to commence 1919/20.

McGill University has this year established a Department of Social Service for the purpose of training social workers.

For reasons, which need not be detailed, nothing has been attempted this year beyond a few extension courses, and I have been left free to develop plans for subsequent years.

Previous to my arrival here, my own experience had been very limited and entirely in the field of practical administrative work in Manitoba, so that I came with an unbiassed mind with ten years experience in administering case work agencies, which required me to make many appointments and make my selection from applicants whose natural qualifications seemed greatest and who seemed likely to learn case work methods and principles quickly in the course of their work.

After six months of contemplation, consultation and discussion, I feel prepared to submit for criticism to you and others, who know so much better than I do what can and should be done, a plan which seems suitable to our needs and resources.

Leading up to the plan, I am going to enunciate certain principles as I see them:

1. Just as you do not expect the Elementary School Teacher to have attained the same degree of education as the University Professor, so you should not require of the Social Case-worker the same degree of education as you feel is necessary for the social worker who expects to graduate from the ranks of the case-worker to the position of an executive officer, a path finder in social progress. Case-workers represent probably 75 to 90 per cent of all social workers for whom training is necessary excepting institutional attendants.
2. Training may make a social worker efficient but will never make him effective, i.e., there are certain natural qualifications, without which a social worker will be ineffective; tact, poise, presence, sympathy, tempered by sound judgment and "that something", call it "religion" if you like which must draw or "call" the person into social work.
3. The average man or woman at twenty-five has not lived long