

The Ontario<sup>(1)</sup> Ministry of Labour does not provide programmes of counselling and planning in preparation for retirement or offer the technical consultation necessary to interested employers or unions. An in-house Pre-Retirement Counselling Program has been implemented in this Ministry and the initial result indicated that it is an effective method of dealing retirement problems.

The Senior Citizens Bureau, Ministry of Community and Social Services is the agency of the Ontario Government with the chief responsibility for dealing with problems of aging. The Senior Citizens Bureau offers both counselling and technical consultation to an individual, employer, employee or union approaching the Bureau and asking for advice. Printed resources, in the form of pamphlets and other publications, are also available to the public.

The Nova Scotia<sup>(2)</sup> Department of Labour does not administer legislation pertaining to retirement plans. Conciliation and Mediation Officers of the Department will assist labour and management during the drafting of a new or renewal of a collective agreement. The Prince Edward Island<sup>(3)</sup> Department of Labour has not taken any action since it is felt that the problem is virtually non-existent in that province.

The New Brunswick<sup>(4)</sup> Department of Labour has been assigned the responsibility of responding to the specific problem of pre-retirement training and preparation. Accordingly, a program has been started to carry out the general duties of counselling and planning. The first project is near completion and will result in a two-day seminar May 4 and 5, 1974 in Memramcook, New Brunswick, for members of all CUPE locals in the Province between 62 and 65 years of age. Departmental staff and a committee of CUPE have organized the seminar. Representatives from all agencies federal and provincial, who have identifiable programs affecting retirement have been invited to attend and explain the functions and services of their respective agencies.

In a recent survey of Family Life Education programs<sup>(5)</sup> sponsored by community agencies and voluntary associations in Canada, pre-retirement programs were conducted in larger metropolitan areas. The Victoria Citizens Counselling Centre of Victoria, British Columbia reported programs of this type. The Jewish Family Service of Baron de Hirsch Institute of Montreal also conducted pre-retirement programs as well as The Centre de services sociaux of Trois-Rivières, Quebec.

(1) Ontario. Ministry of Labour. Letter dated April 11, 1974.

(2) Nova Scotia. Department of Labour. Letter dated April 9, 1974.

(3) Prince Edward Island. Department of Labour. Letter dated March 26, 1974.

(4) New Brunswick. Department of Labour. Letter dated March 29, 1974.

(5) Reynolds Barbara Plant. "A Survey of Family Life Education Programs Sponsored by Community Agencies and Voluntary Associations in Canada", unpublished, The Vanier Institute of the Family, Ottawa, 1974.

#### Recommendation 8

That the NES strengthen and improve its services to older workers in respect of counselling and job finding and that in larger centres a special officer be appointed to carry these responsibilities.

#### ACTION TAKEN

Manpower Counsellors are trained to service all age categories on the basis of individual need. "By this means it is hoped to make a broader range of opportunities available to all and avoid labelling individuals as 'old', 'disadvantaged', etc."<sup>(1)</sup>

Canada Manpower has implemented a new Manpower Delivery System which will apply services and programs in a more effective and comprehensive way. The concept is to provide three levels of service tailored to the individual client's needs. The first level is assistance to make the client job ready and features the use of self-help methods. The key to this process is a Job Information Centre where job vacancies will be displayed enabling clients to decide themselves which jobs they think they can fill. Level I service to clients will also include an Employment Opportunity Library which will contain information on the services and programs of the department as well as appropriate information on the services and programs of other government departments and agencies; and other assistance which can be provided without formal counselling.

Level II is similar to the service now provided, but in the future will be specifically directed to those people who, while basically job ready, require additional counselling and help. This could involve training or retraining through the Canada Manpower Training Program, assistance in finding employment in another area and in moving to that area through their clearance system and the Canada Manpower Mobility Program, or other of our services to gain employment.

Level III consists of concentrated in-depth counselling and the application of programs and services designed to help those clients most in need. Counsellors may also utilize outside agencies for special assistance to help remove whatever barriers exist in order to make the client job ready. Once this is done, these clients may be referred to a job, or may make job selections as in Level I.<sup>(2)</sup>

#### Recommendation 12

That periodic health appraisals be more widely available to older people from physicians in solo and group practice and also on an experimental basis in outpatient departments and through programs initiated by local health departments; and further that the cost of such appraisals be covered by prepayment plans.

(1) Manpower and Immigration. H. L. Douse. "On Growing Old", April 1969.

(2) Canada Manpower and Immigration. *Annual Report, 1972-73*, pp. 3-4.