

figures are not particularly conclusive in the context of our problem. In the first place, they apply mostly to manual labourers, and secondly, it may be presumed that those volunteering for the courses are the men with sufficient initiative and intelligence to make the best of retirement in any case - they have used the courses to help them plan, the need for which they recognize).

Insofar as private industry is concerned, the technique of company-provided courses seems not to be used to any appreciable extent, either in Canada or in the United States, the University of Michigan sponsored courses being the exception. The trend here, if there is any trend, appears to be away from courses and toward more complete personal counselling. The Labour Gazette of September 1971 summarized the subject as follows:

In North America, industry's approach to preparing workers for retirement is confined largely to individual counselling, explanation of pension provisions and, in the case of a worker who requests guidance, a number of interviews to discuss specific problems. There are indications, however, that more companies are beginning to introduce the group-discussion type of program.

If these courses are well prepared, there can be no question that they are of great help to people who are retiring and who may be at a loss to know how to start to prepare. In themselves, they are not alone the answer to the whole problem and it would be the greatest mistake to assume that by setting up a Departmental "course" the problem has been solved. Such courses do not and will not reach the people who have made "work" their exclusive life interest. It is unrealistic to expect a person who has spent a working life of 30-40 years exclusively oriented toward his work, for his friends, his interests and his philosophizing, to have his outlook changed by a few lectures spread over a few weeks before he is actually cut adrift from what has been his almost total "raison d'être" up to then. The problem goes deeper than therapy at the end of a career.