

use of this method. Most of these Departments supplement the courses with considerable printed literature, including booklets specially prepared by each Department giving considerable information on the financial assets available through the various pension schemes and warnings about the pit-falls of retirement. But none of them in Canada and few in the United States have regular personal counselling programmes. To that extent, the Government trend differs from industry where personal counselling is undoubtedly more widely used than group counselling - again see Section II. Although all Government Departments in Ottawa that have started courses report good reception and attendance record, this has not been the general experience of private industry.

It may be significant that when the Workmen's Education Association circularized seventy firms in the Toronto area advising them of the availability of their course this year, asking them to draw this to the attention of their employees, the Association received no candidates from their circular. One worker experienced in this field of gerontology and in the problems of preparation for retirement, expressed the view that industry in Canada generally has found that when they have tried to set up such courses within their own organization, the attendance has been poor with a high percentage of drop-outs before the end. In organizing the courses for the first time this year Canada Packers sent out invitations to employees between the ages of 60 and 65. Some 21 out of 60 of the salaried classes responded, but only 15 out of 114 hourly employees showed interest. These courses are held after work from 4:00 p.m. to 6:00 p.m.

On the other hand, the courses operated by the UAW in the United States with the automobile companies reported that 86% of those who had taken the courses were satisfied with retirement compared to 70% of those who had not. The three principal benefits from the courses were listed as: 1. Reducing dissatisfaction with retirement; 2. Reducing worry over health; and 3. Encouraging participants to engage in all kinds of activity. (These