

cycle survey technique in which a representative one-third of the register is surveyed each year. In this way, none of the information on hand is ever more than three years old and reliable information is secured each year for the analyses of changing trends.

The data obtained from the register are analyzed in various ways. We try to show the number of workers in various professional fields, the nature and extent of their education, the type of work they have done, the proportion who have been trained outside of Canada, and their average salaries and other professional income.

Our analyses of changes in the supply of workers in various professions also take into consideration: the number graduating each year from our colleges and universities; the immigration of professional workers; emigration to the United States; and the extent to which Canadian students go to the United States for further study and education.

This gives us a picture of the supply of professional workers and to help gauge the demand we survey employers every two years, requesting information on the numbers and kinds of professionals that they employ. They give estimates of their probable requirements over a period of two or three years, of any recruitment difficulties they may have been experiencing or anticipating and the effects that such shortages as they have had on their operations, and this material is being published in a series of bulletins called "Professional Manpower Bulletins."

Moving to the occupational analysis field we prepare a number of monographs, pamphlets and film strips which are useful for educational guidance purposes.

Our research program in the field of training of skilled and technical manpower, is one of the most recent developed in the department, and the branch participates heavily in this work. The program is being carried out in cooperation with provincial departments of labour and of education and other interested agencies. Started in 1956, and making considerable use of field studies, it is aimed, broadly, at analyzing changing requirements for skilled manpower, at determining the paths followed by workers in acquiring a skill and evaluating these in relation to changing technological developments and appraising existing training facilities.

I think, Mr. Chairman, this concludes my brief outline.

The CHAIRMAN: Thank you, Mr. Mainwaring.

Mr. STARR: I might say, Mr. Chairman, in bolstering the information here we show an increase of \$25,893,000. That is made up mostly of salary allotments and in office supplies. We have provided for the purchase of a Justo. We have not purchased it as yet, but we hope to do that to facilitate the production of the monographs and pamphlets in that department.

Mr. GRAFFTEY: Mr. Chairman, under the professional manpower section is it the opinion of the director that our professional manpower requirements of the future will have to be largely by a certain high degree of immigration; in other words, will our own natural birth rate and educational processes fill the requirements of our professional manpower needs?

Mr. BROWN: I am going to ask Mr. Francis to answer that.

Mr. J. FRANCIS (*Chief of Manpower Analysis Division, Department of Labour*): Mr. Chairman, perhaps the best way to answer that is to say that in the past ten years, that is, reaching back to the end of World War II, and actually in the past five years immigration of professional manpower has been a very substantial source of such workers to the Canadian economy. I think our feeling is, in a study we did recently for the Royal Commission on Canada's Economic Prospects that the emphasis would shift in the future