

SECTION XIII

Remarks from the point of view of the
Armed Services

A. Evaluation of Service Training

1. (a) During the visits of the Commission to the Provincial capitals, discussions were held between the Liaison Officers and the officials of the Provincial Departments of Education as time permitted, concerning Service courses of instruction and the evaluation of such courses. The syllabus sheets were explained as thoroughly as possible in the time available and questions relating to service courses were answered. All information necessary for evaluating courses was left with provincial officials and they were given copies of suggested evaluations which had been prepared for the use of the Departments. The Departments of Education were requested to forward at the earliest possible opportunity a statement of the credits they were prepared to grant as equivalents to Service courses. To date evaluations have been received from the Departments of Education of Ontario, Alberta, Saskatchewan, Nova Scotia, New Brunswick and Quebec. These cover only those courses which can be given credit in high schools and technical schools.
- (b) The evaluations received from Ontario are tentative and subject to confirmation. They are satisfactory in certain cases but not in others and some inconsistencies have been noted. In some cases the tentative evaluation does not agree with the credits agreed upon verbally during the discussions with the Liaison Officers.
- (c) Credits have been given by Alberta for the majority of trades, but the precise value of the credits granted is somewhat obscure and in some cases appear to be inconsistent. The point system of credits is used but further information is necessary before a critical analysis of the evaluation can be made. All provinces have been requested to forward syllabi of their Junior and Senior High School courses, to aid in analyzing the credits granted. Alberta has also given an evaluation of Service training and experience in terms of percentages of service time credited as corresponding training and experience in civil occupations.
- (d) The evaluations made by Saskatchewan of academic and trade equivalents are generally satisfactory, although some adjustment should be made in certain cases.
- (e) Credits granted by Nova Scotia in the academic field are satisfactory and in accord with evaluations suggested. Trade equivalents are proposed for designated trades only and appear to be very conservative; this is qualified, however, by provision for up-grading of credits on the basis of individual trade tests.
- (f) Credits have been granted by New Brunswick for the academic content of service courses, but no trade equivalents have yet been received. The academic evaluations are conservative but generally satisfactory.
- (g) Service courses have not been evaluated by British Columbia, but individual applicants will be given credit wherever possible for courses taken. The system in use is explained in a brief

submitted by Colonel Faire, of the Department of Education. It is regretted that British Columbia has not seen fit to assign definite credits for Service courses, since there will be no opportunity for discussion of the credits proposed. In view of the above comments, it is considered desirable that the Commission should have an opportunity to review all evaluations.

- (h) The Manitoba authorities have taken a similar position and have not forwarded any evaluations. Examination papers and "M" Test score requirements for all courses were requested by Manitoba but it has not been possible to supply this data for the Navy and Air Force. Applicants for academic training will be treated on their individual merits, credit being given where possible for Service courses. Applicants for trade credits will be appraised on the basis of trade tests to be given by the Department of Education.
- (i) The Quebec authorities have expressed the opinion that evaluation of the academic content of courses should be based on individual cases and that special schools should be established to meet the needs of veterans.

To date evaluations of trade or technical courses have only been received for the Naval Service. These are generally considered to be satisfactory but require to be adjusted in some of the rates.

2. (a) With reference to the evaluation of trades and trade skills learned in the services, provincial officials do not establish standards or grant credits in other than designated trades. Consequently veterans may only receive credits in trades which are almost exclusively confined to building construction, barbering and, in some cases, automobile mechanics. Many service-trained tradesmen will receive no credits for their training and experience and will be at the mercy of employers, unions and local appraisal boards.
- (b) It is manifest from the evidence presented to the Commission that, with very few exceptions, no standards of trade qualifications exist in either designated or undesignated trades. No one can state what an apprentice should know or be capable of doing at the end of any given year of his apprenticeship, or the standards required of journeymen in the various trades. The services have been asked by one province to supply them with details of service trade tests in order that these may be used to assist in evaluating service courses. It appears undesirable that service personnel qualified in the services as tradesmen should be required to be tested and retested. They should be given the opportunity while employed at their trade to gain experience in any knowledge or skills in which their service training may be deficient. The fact that service trade tests have been requested suggests that possibly the happiest solution to the evaluation problem would be for all authorities to accept the services' standards.
3. (a) In order to secure uniformity in the credits being awarded by the provinces for service courses of training it was suggested by Dr. Percival, Superintendent of Protestant Education for the Province of Quebec, (see Report 51, Page A-4) that the committees of the C.N.E.A. be convened to establish uniform evaluations. This proposal was concurred in by representatives of the Departments of Education for the Provinces of Nova Scotia and New Brunswick (see Report 53, Page B-1).

- (b) In view of the success achieved by these committees in establishing uniform credits for C.L.E.S. courses, the suggestion is very creditable and worthy of consideration. However, in view of the rate of demobilization and observing that it is unlikely that the members of the C.N.E.A. committees will be available for some time, it is obvious that more expeditious methods must be employed if the work of evaluating courses is to be completed in time to be of any value to the veterans.
- (c) An alternative method of obtaining uniform evaluations and or providing some measure of protection and redress for the veteran is given in the Commission's Recommendation No. 50.
- (d) The persons appointed under this recommendation will require briefing by the Commission's Liaison Officers before commencing their duties in order to familiarize them with the task to be undertaken. It is recommended that for the Naval Service Engineer Officers be appointed for this work since the courses for which credits are being asked are principally of a mechanical nature. For the Army it is suggested that Trades Training Officers be appointed, observing that these officers are familiar with the courses. For the Air Force it is considered that Educational Officers are best qualified to perform this duty.
- (e) Indications are already only too manifest that Provincial authorities know very little about Service courses of training; their multifarious duties appear to preclude them from acquainting themselves with service courses. It is considered that if veterans are to be equitably credited for the training they have had it is essential that advisers be available in provincial capitals for consultation when so required by departmental officials.

B. PLANS FOR EDUCATION

1. Canadian Vocational Training

- (a) In accordance with evidence given before the Commission during its Montreal sittings outlining the general training policy of C.V.T. the following methods of giving Vocational training are being followed in varying degrees in all Provinces: (See Report 23, Pages B-24 and B-25).
- (i) Pre-employment classes (See Report 23, Page A-20)
 - (ii) Indentured apprenticeships (See Report 23, Page A-28)
 - (iii) Correspondence Courses (See Report 23, Page A-24)
 - (iv) Training on the Job in Industrial and Commercial Establishments (See Report 23, Page A-26)
 - (v) Pre-matriculation Classes (See Report 23, Pages A-23 and B-2).
- (b) Good cooperation exists between the provinces concerned and the Federal Government, the establishing of necessary training facilities for veterans appears to be a primary concern of all provinces. Since the speed-up in demobilization it is essential that all provinces be prepared, especially in the more densely populated areas where the demands will be urgent, for an expansion program which will provide daytime, self-contained, independent schools for the training of ex-service personnel, since it is not advisable to place mature veterans in classes with adolescent students or compel them to attend evening classes in Technical

Schools (see Report 23, Page B-27). In the Maritimes and on the Prairies, Regional Schools have been set up with satisfactory results (see Report 39, Page C-31).

- (c) Pre-employment classes are being used to provide training in occupations that do not require an apprenticeship and also as a prerequisite for "On the Job" training. The length of training varies according to the occupations and the degree of skill required. Refresher training is also being given with satisfactory results.
- (d) Under the various Apprenticeship Acts (see Report 23, Page C-10) training is accelerated by intensive short basic courses which are being given to apprentices in the various designated trades prior to the apprentice being employed; upon successful completion of these courses candidates are usually considered to have the equivalent of one or two years apprenticeship (see Report 34, Page B-6). There appears to be no uniformity in the various provinces with regard to the length of these courses or the Syllabus of Instruction followed. In some provinces, in addition to the short intensive courses, the apprentices are required to attend annual shop classes during the off-season for a minimum period of one month, during which time subjects related to the trade are covered (see Report 34, Page B-19). A portion of the cost of this training is deducted from the Veterans' Rehabilitation Grant (see Recommendation No. 33). Accelerated apprenticeship training methods which ensure that standards are maintained should be established in training veterans since they are mature and accustomed to intensive training methods.
- (e) "On the Job" training is being undertaken by large numbers of veterans in various occupations. Provision is made to have this training supplemented by pre-employment training and correspondence courses but it appears from evidence that this is not being done in the majority of cases. Frequent regular supervision should be maintained to ensure that the veteran is receiving full value of his rehabilitation grant (see Report No. 41, Pages D-80 and E-6, and Recommendation No. 23).
- (f) In order to secure acceptance of the pre-matriculation courses in the various provinces it was necessary that assurance be given by C.V.T. that only successful experienced High School Teachers would be employed in these classes. It is most difficult to obtain such teachers from any other source than the services and in the majority of cases such teachers were employed prior to enlistment and are on leaves of absence and will be obliged to return to their respective boards if they are to retain seniority and superannuation benefits. Difficulty is also being encountered in obtaining laboratory accommodation and equipment for the teaching of physics and chemistry in these classes.
- (g) Training establishments are generally located in the larger centres and the veterans are compelled to be away from home while undergoing training. A very serious housing shortage exists in the majority of these centres and it has been suggested that if certain service buildings in the vicinity of the Training Centres were made available at a nominal cost, interested authorities would be willing to convert the buildings into apartments which could be rented to married veterans at a moderate rental (see Report No. 38, Page A -11).

- (h) It is most difficult for veterans to meet present living expenses on their D.V.A. training allowances and not be compelled to go into debt while completing training (see Recommendation No. 42).
- (i) One of the tasks of the District Rehabilitation Boards, which include a C.V.T. representative, is to establish what type of training is necessary. Every consideration should be given not only to successful completion of service courses but also to subsequent service experience, which can be verified from service documents. Some provinces in addition to Apprenticeship Acts have passed Tradesmen's Qualification Acts (see Report No. 34, Page B-6), which provide for an examination system, on a monthly basis, for additional trades. Some uniformity of trade standards should be established to ensure that the veteran receives credit for his attainments. A recommendation bearing on this point is included in Section VII.

2. Technical Institutes

- (a) In Saskatchewan plans are already developed for establishing Technical Institutes at Regina, Moose Jaw and Saskatoon. In some cases these will be separate establishments, in others they will operate as annexes to technical High Schools where such exist. (See Report 39, Page C-33)
- (b) The Provincial Institute of Technology and Art, Calgary, which was used by the R.C.A.F. as No. 2 Wireless School, will probably be re-established in time to accommodate veterans (see Recommendation No. 34).
- (c) The Province of Manitoba is establishing a Technical Institute in Winnipeg.

3. Agriculture, Forestry and Fishery Courses

- (a) Evidence was presented to the Commission that courses of training in agriculture, forestry, and fishery are being offered where required, and generally at two levels.
- (b) Forestry courses may be offered at the University of British Columbia for Forestry Officers (see Report No. 33, Page B-27) and for Forest Rangers at the University of New Brunswick (see Report No. 58, Page A-6). Courses in the lower grades of forestry work may be offered in B.C. and Quebec. Agricultural courses will be arranged for veterans as and when required in Alberta, Saskatchewan, Manitoba, Nova Scotia and Prince Edward Island. Such courses will include farm mechanics; training will be given in suitably equipped schools supplemented by training on the job in season.
- (c) Fishery courses may be offered for fisheries officers at the University of British Columbia (see Report No. 33, Page B-27). Fishery courses at a lower level are already being offered in the province of Quebec.

4. T.C.A. Pilot Training Program

- (a) During its sittings in Winnipeg, the Commission heard evidence from Mr. W. L. English, Vice-President in charge of operations, Trans-Canada Air Lines, concerning the Company's program for training of pilots. There is a shortage of trained air line

pilots at the present time and a substantial number will be required in the near future to staff new services which are projected. The policy of the Company is to recruit ex-R.C.A.F. bomber pilots with one or two tours of operations. Due to the large number of applicants the company has a wide choice available and is able to select pilots with 3000 to 4000 hours' flying experience.

- (b) Although it would appear to the uninitiated that comparatively little reconversion training would be necessary for pilots of such experience and proven ability, it is the view of T.C.A. that quite extensive retraining is necessary for airline flying and it was stated by the witness that the pilots themselves are entirely in agreement with the company's training policy. The training program at present covers a period of 18 months, and consideration is being given to extending it to two years.
- (c) There are at present 92 pilots undergoing training and it is expected that there will be a monthly intake of ten or twelve, rising to twenty, for the next two years. The total cost of the training program is \$10,281 per student; a breakdown of this cost is included in Recommendation No. 56.

5. Courses for Miners

- (a) Dr. Walker, Deputy Minister of Mines for British Columbia, drew attention to the shortage of senior technical men and foremen in the coal mines. This was attributed to enlistments, transfers to other wartime industries and to the unwillingness and inability of those who remained in the mines to prepare themselves for examinations for senior positions through the medium of evening study.
- (b) Colonel Fairey stated that day courses could be organized under C.V.T. to train suitably experienced veterans for senior positions in the mines. (See Report No. 31, Pages C-2 to C-11).

6. Police Training

Evidence was presented to the Commission at its hearings in Montreal of the existence of a large number of veterans who might find useful employment and be of value to the country in various police forces. Such veterans would require some further training and it is suggested in Recommendation No. 38 that this be provided.

7. Training in Music

At its Montreal hearings evidence was presented to the Commission of the very considerable number of men and women in the forces who have been employed as entertainers, musicians, etc. To facilitate their re-establishment in civil life, certain courses of training and examinations were suggested in the Commission's Recommendation No. 51.

8. Training for Tourist Trade

- (a) A proposal was presented to the Commission in Vancouver (see Report No. 33, Page D-67) that the old Vancouver Hotel be operated as a training establishment for prospective hotel service personnel, with a view to providing trained personnel to cater to the increasing tourist trade.

- (b) It is understood that a similar training project is being operated under the auspices of C.V.T. in Toronto, Ontario.

C. Plans for Re-establishment

1. General

- (a) The plans for re-establishment described to the Commission on its visits are too few in number and limited in scope to provide opportunities for re-establishment for more than a very small proportion of the veterans; nevertheless, a beginning has been made by Provincial Authorities and this trend should be given all possible encouragement by the Federal Government. There is a general feeling that the problem of re-establishment of veterans is primarily the task of the Dominion Government, and while there is some justification for this view, it is feared that it is conducive to a general lack of initiative and sense of responsibility on the part of Provincial Governments, certain of which appear to be waiting for a definite lead from the Federal Government, bearing with it a promise of financial support. This attitude is a reason for concern and it is hoped that the Dominion-Provincial Conference will result in a greater assumption of initiative by Provincial Governments.
- (b) There appears to be a lack of definite plans for public works throughout the country. Some municipalities have turned their attention to the problem of reconstruction and have various plans under consideration, but, in general, such plans have not been greatly developed or definitely adopted. The municipalities appear to be waiting for guidance or assistance from the Provincial Governments, who, in turn, are waiting for an undertaking by the Federal Government. It was urged by one witness that the Federal Government should have a program of public works prepared and ready to fill an employment gap. (See Report No. 38, Page B-8). Another witness stated that many municipalities had tentative plans for public works but that most of them were little more than ideas and many were impractical. (See Report No. 26, Page A-42).

2. Forest Colonies

One of the most novel, interesting and promising projects for re-establishment which has come to the attention of the Commission, is the plan of the Government of Quebec for the establishment of Forest Colonies. (See Report No. 50, Page E-1). These colonies will be organized in forest areas, where veterans will find employment in lumbering, forestry and silviculture and will live in communities built up under the provisions of the Small Holdings Scheme of the Veterans' Land Act. In some areas employment will be provided by private enterprise and in suitable areas by the Provincial Government, and veterans will receive any necessary training before settlement at the provincial forestry schools. It is intended to provide these communities with necessary hospital, recreational and religious facilities and to make living conditions as attractive as possible, as it is realized that a satisfactory standard of living must be ensured to induce families to settle in isolated areas. An attractive feature of this proposal is the low cost of housing and an annual income which might reach \$1,200. The plan is ready to be put into immediate operation, ample employment opportunities being available.

3. Quebec City

An example of municipal schemes for development and the only one presented to the Commission is the ambitious project for the development of Quebec City, which has been planned by the municipality, with the support of the provincial government, and which will provide employment for large numbers of construction workers for several years. The project consists of a number of distinct undertakings which are described in detail in the brief submitted by the City. (See Report No. 51, Page F-1). As a result of the visit of the Commission a special committee consisting of the Industrial Commissioner of Quebec and the senior representatives of the Employment Service and D.V.A. was set up to ensure cooperation.

4. Government Owned Workshops in Saskatchewan

- (a) Evidence submitted to the Commission during its sittings in Regina intimated that since Saskatchewan is primarily an agricultural province which is rapidly becoming mechanized, it was considered advisable that the Government should sponsor a plan whereby many ex-service skilled tradesmen would find employment in Government owned and operated general repair shops set up throughout the Province for the repair and maintenance of farm equipment and appliances. (See Report No. 38, Page A-22) (See Recommendation 81)
- (b) It is the intention to operate two types of workshops; Central Workshops in a few larger centres and several Local Rural Shops. All machinery, tools and equipment to be obtained by the Provincial Government through the War Assets Corporation and routed through the Central Shops for distribution. Union rates of pay and security will be safeguarded in all shops.
- (c) The Central Shops will be well equipped central depots located in Regina, Saskatoon and Prince Albert. They will be under the direct control and administration of the Provincial Government and will be organized and equipped to carry out all types of repairs with emphasis on major repairs which the rural shops are not equipped to undertake. Special training facilities will also be made available in the Central Workshops and employees from the rural shops will be brought in during the winter season for intensive training periods, the cost of such training is to be the responsibility of the Province and will not require that the veteran use his gratuity.
- (d) The Rural Shops will be under the general supervision of and will be maintained by the Provincial Government which will make all necessary machinery and equipment available to the veteran at cost upon repayment. These shops will be organized to carry out general minor repairs, similar to that previously done in the village blacksmith's shop with special emphasis on the repair and maintenance of modern farm equipment.

5. P.F.R.A. Project

During its hearings in Regina the Commission was informed that there may be opportunities for employment for a large group of engineers undertaking surveys under the Prairie Farm Rehabilitation Act. A great number of surveys and partial surveys have already been made. It was suggested that further agricultural economic, soil and engineering surveys should be made. (See Report No. 38, page B-10).

6. Permanent Forces

One of the most important factors affecting the re-establishment of service personnel is the size of the Permanent Armed Forces, which, at this writing, is still unknown. An early decision on the future establishments of the Armed Services would avoid confusion and excess in discharges and would serve as a supplementary cushion against unemployment.

7. Employment Survey

Evidence was presented to the Commission at its hearings in Regina of the work of the Saskatchewan Reconstruction Council.

Over a year ago this council made a complete survey of works projects in urban and rural municipalities. It estimated that works projects amounting to \$37,000,000 spread over a five-year period and providing 3,000,000 labour days might be undertaken.

The projects are divided into three categories: first, those of immediate importance, which can be financed locally; second, those which are not so important and for which it would be necessary to borrow money to complete; and third, those requiring provincial or federal or joint assistance to complete.

It was pointed out that in the smaller towns and municipalities where engineers were not regularly employed difficulty was being experienced in reducing plans to the blue-print stage. (See Report No. 38, Page B-5).

8. Proposed Canadian Coast Guard Service

- (a) At its hearings in British Columbia a brief was presented to the Commission by the British Columbia Command of the Canadian Legion, B.C.S.L., recommending the establishment of a Canadian Coast Guard Service (see Attachment No. 1 hereto). This recommendation was concurred in by the Nova Scotia Command of the Legion (see Attachment No. 2 hereto). Captain B. L. Johnson, R.C.N.R. (Ret'd), of Johnson, Walton Steamships Ltd., has forwarded his suggestions concerning the organization of the Canadian Coast Guard (see Attachment No. 3 hereto).
- (b) Without commenting on the details of organization proposed, it is desired to draw attention to the proposal, in view of the national importance of the policy recommended and the opportunity for permanent employment of veterans, particularly of the Navy and R.C.A.F., which would be presented by the formation of such a service. A training course would be necessary to prepare veterans for the Coast Guard Service and a permanent Coast Guard Academy would be required for the training of officers. (See Recommendation No. 82).

9. Merchant Marine

Some veterans of the Naval Service are desirous of entering the Merchant Marine, a vocation for which by training and experience they are in many respects eminently suited.

In order to make such transfer it is necessary that in some branches of the merchant service, before a veteran can be

employed, he must secure a certificate of competency issued under authority of the Canada Shipping Act. The Department of Transport, Marine Section, have agreed to accept "charge of the watch" experience in the Naval Service as qualifying service for certificates of competency but to date have not agreed to accept "charge of machinery" experience as qualifying service. This is considered to inflict a definite hardship on veterans who have had such experience and the Commission hopes that a correction of this condition may be made at an early date.

RECOMMENDATION NO. 81

Establishment of Machine Shops in Saskatchewan

At the hearings in Regina the Commission was informed of the plans of the Provincial Government regarding the establishing of central and rural machine shops. (See Report No. 38, Page A-22).

As the scheme is being initiated primarily to give employment and training to Veterans, it is recommended that every effort be made by the Federal Government to expedite delivery of the necessary equipment and machine tools when requisitioned by the Saskatchewan authorities.

THE CANADIAN LEGION of the BRITISH EMPIRE SERVICE LEAGUEB.C. PROVINCIAL COMMAND

210 Dominion Building,
Vancouver, B.C.,
July 5th, 1945.

Chairman and Members,
Royal Commission on Veterans' Qualifications.

Gentlemen:

Coast Guard Service - Pacific Coast:-- On behalf of the British Columbia Provincial Command, Canadian Legion of the British Empire Service League, I desire to thank you for the opportunity of presenting a short brief in connection with the proposal that the Dominion Government establish a Pacific Coast Guard Service in British Columbia.

At a meeting of the British Columbia Provincial Council of our organization held in Vancouver on April 18th, it was decided to approve a resolution passed by the British Columbia Government in this connection, and the following is a copy of the resolution:--

"WHEREAS the circumstances under which lives have been lost on fishing vessels and other craft plying waters off the coast of British Columbia reveal the need for prompt and more extensive search, rescue, and protective service;

AND WHEREAS all necessary facilities for observation, off-shore communication, and deep-sea patrol are under the jurisdiction of the Dominion Government;

AND WHEREAS trained personnel, marine patrol and rescue craft, as well as aircraft, will be available at the conclusion of the war;

THEREFORE BE IT RESOLVED that a petition be presented to His Honour the Lieutenant-Governor, praying that the Dominion Government establish a Pacific Coast Guard Service with men, life-saving equipment, and aircraft so stationed at points on the coast-line as to extend the utmost protection to lives in peril through marine disasters in coastal waters."

We feel that this proposal merits the favourable consideration of the Government, both as a necessary public service and as a measure of rehabilitation of those who have fought our battles.

There is every indication that a fairly large number of Navy men could be employed in such a service after discharge.

Certain suggestions regarding the establishment of this Service are contained in this brief, which indicates some of the factors that would be involved in the set-up of a Coast Guard Service.

THE CANADIAN COAST GUARDARTICLES

- I. ENLIST from the Navy those Officers and Ratings (on demobilization RCNVR) wishing to join the Coast Guard.

II. INCORPORATE into the Canadian Coast Guard the following Government Departments:

- A. Customs and Immigration
- B. R.C.M.P. Coast Patrol
- C. Department of Fisheries
- D. Department of Transportation
- E. Weather Bureau
- F. Lifesaving and Rescue Service

III. CONVERT the following Naval vessels (instead of scrapping or selling):

- A. MTB Boats into Patrol Craft
- B. Minesweepers into Coast Guard Cutters
- C. Corvettes

IV. Other ships needed:

- A. Ice-Breakers
- B. Lightships
- C. Fireships
- D. Schooners (training)

V. COAST GUARD AIR PATROL

- A. Take over Catalina Flying Boats
- B. Convert Liberators, etc.

VI. Duties:

- A. Enforce all Dominion Laws pertaining to the seas
(a) Smuggling (b) 3 mile limit
- B. Enforce Fisheries Protection Act
Protect Seals in Arctic
- C. Participate in the International Ice Patrol
- D. Keep isolated Fishing and Eskimo Villages supplied
with food, medical supplies, doctors, etc.
- E. Help all ships or fishing vessels in distress.
- F. Ice-break all necessary ports
- G. Maintain Lighthouses, Lightships, Light-buoys, etc.
- H. Enforce Navigation Laws
- I. Maintain lookout, wireless, and weather stations
- J. License all newly built ships (Must meet government
specifications)
- K. Customs Duties (Tariffs, Quarantining, etc.)
- L. Patrol all coasts with Air Patrol
- M. Make Hydro-graphic survey of our coasts and ocean
- N. Examine all Canadian Ocean and coastal ships.
(Living conditions, sanitation, wages, etc.)

VII. NAVY RESERVE (When at war)

- A. Coast Guard ships to do convoying and anti-sub work.

VIII. Uniform to be an original design.

IX. ESTABLISH A COAST GUARD ACADEMY to train Officers and Ratings at their work.

X. The Coast Guard to open an Arctic Sea Route and Northwest Territories.

Training of Veterans - Industrial Trades

Upon more than one occasion our attention has been directed to the necessity of giving consideration to amending the Provincial Apprenticeship Regulations in British Columbia, whereby they will include men over 21 years of age, if this procedure should be considered advantageous to the veterans concerned.

Under the present regulations there is a danger that men who do not enter into an apprenticeship agreement are employed as improvers without having the necessary experience, no arrangement being made as to the length of time they will be recognized as improvers, so that there is a possibility of certain employers using the lower paid improver to displace men who are being paid Union rates, thus breaking down the wage scales and working conditions in the Trade concerned.

If we are to make a success of rehabilitation, we feel it is absolutely necessary that every veteran trained should be fully qualified to earn a satisfactory living in his chosen occupation.

Semi-skilled men may find it easy to obtain employment now, but in the years that lie ahead, there is every reason to expect that they will require to compete with fully skilled men in the various industries now operating throughout Canada.

We have nothing else to present at this time because it is our understanding that the Dominion Command of the Canadian Legion in Ottawa, will file a brief with your Commission.

Respectfully submitted.

Jack Henderson,
Provincial President,
B.C. Provincial Command,
Canadian Legion, B.E.S.L.

Robt. Macnicol,
Executive Secretary,
B.C. Provincial Command,
Canadian Legion, B.E.S.L.

RM:CM

CANADIAN LEGION, B.E.S.L.,NOVA SCOTIA COMMAND

65 Hollis Street,
Halifax, N.S.,
August 10th, 1945.

Chairman and Members,
Royal Commission on Veterans' Qualifications.

Gentlemen:

WHEREAS the British Columbia Government has passed the following resolution:

'WHEREAS the circumstances under which lives have been lost on fishing vessels and other craft plying waters off the coast of British Columbia reveal the need for prompt and more extensive search, rescue and protective service;

AND WHEREAS all necessary facilities for observation, off-shore communication, and deep-sea patrol are under the jurisdiction of the Dominion Government;

AND WHEREAS trained personnel, marine patrol and rescue craft, as well as aircraft, will be available at the conclusion of the war;

THEREFORE BE IT RESOLVED that a petition be presented to His Honour the Lieutenant-Governor, praying that the Dominion Government establish a Pacific Coast Guard Service with men, life-saving equipment, and aircraft so stationed at points on the coast-line as to extend the utmost protection to lives in peril through marine disasters in coastal waters.'

AND WHEREAS this Resolution has been endorsed by the British Columbia Provincial Command;

AND WHEREAS the Nova Scotia Provincial Command approves of this Resolution in principle;

BE IT THEREFORE RESOLVED that the Nova Scotia Provincial Command of the Canadian Legion, B.E.S.L., endorse this Resolution with the addition of provision for the establishment of such a Coast Guard on the Atlantic Coast and Northern Waters.

It is felt that such a Coast Guard could be used for the

1. Prevention of smuggling.
2. Enforcing the laws of the three-mile limit.
3. Helping all ships and fishing vessels in distress.
4. Assist in enforcing navigation laws.
5. Assist in enforcing all Customs Duties, etc.

We also feel that the establishment of such a Coast Guard would be in line with the Rehabilitation Policy of our Dominion Government; in that, it would provide employment for ex-naval personnel, many of whom would be particularly well qualified for work of this nature.

(sgd) J. J. MacIntosh,
Provincial President;

(sgd) O. Miles,
Provincial Secretary.

JOHNSON, WALTON STEAMSHIPS LTD.

Marine Building
Vancouver, B. C.

August 9th, 1945.

The Hon. Wilfred Bovey,
Chairman,
Royal Commission on Veterans' Qualifications,
OTTAWA, Canada.

Sir:-

- PROPOSED CANADIAN COAST GUARD SERVICE -

I have the honour to forward my suggestions regarding this proposed new Service.

I. For many years Canadian Seafarers and Shipping Operators have admired the efficiency of the United States Coast Guard Service whose ships range in size from 30 foot launches to powerful 3000 ton sea-going cutters. Some of the latter rendered valuable assistance in convoy duties on the North Atlantic as early as 1941.

This Service carries out the North Atlantic Ice Patrol (with financial assistance from interested countries) and has become World famous for that valuable contribution to safe navigation.

On the North Pacific Coast, ships in distress generally receive first aid from the U.S.C.G.S., even in Canadian waters, and this does not increase Canadian prestige nor assist Canada to once again become "sea minded" and autonomous, afloat.

II. It is now suggested that Canada should organize a Coast Guard Service on modern lines, and the following suggestions are respectfully offered:-

- (a) That the Service be under the sole administration of the Naval Service Department;
- (b) That every officer and man of the Service be enrolled in the Royal Canadian Naval Reserve, and that they be required to strictly adhere to their annual Naval training as may from time to time be required;
- (c) That the projected new Service acquire from the Royal Canadian Navy and from other Government Departments the ships of various types required to efficiently operate the services now performed by the Government Departments hereinafter named:

Royal Canadian Mounted Police
The Department of Transport
The Department of Mines & Resources
The Department of Fisheries
The Department of Forestry

III. Each ship to be commanded, officered and manned by the Coast Guard Service, and each ship to be fitted with suitable quarters for a special officer of the Department which it may, for the time being, represent.

IV. The special officer will advise the commanding officer of the ship of his requirements, not only from day to day, but at

sufficient time in advance for the commanding officer to fuel, victual, and supply his ship for the required services. Those services to be carried out to the satisfaction of the special officer, but the ship and the operations shall always be the responsibility of the commanding officer, who will be required to co-operate with, and assist the special officer to reach his objective at all times.

V. All personnel in the proposed Canadian Coast Guard Service should consider it as a semi-commercial service, and should, on entry, be imbued with the idea that the Government Department which they may be representing, is the Customer who must be satisfied with the Service rendered.

VI. Each ship, having due regard to the size and type, shall be equipped for life-saving, first-aid services (medical and surgical) fire-fighting, and first-aid salvage to vessels in distress. All ships to be equipped with modern communication devices suitable for a vessel of her class.

VII. It is confidently expected, by bringing all Dominion Government vessels and (if possible, all Provincial Government vessels) under the proposed Coast Guard Service, that economy and efficiency will be improved, together with the priceless advantage of building up a Naval Reserve which would have the all round training and sea-going experience to fit them for routine Naval Service and also a sound knowledge of the branch in which they have specialized.

If such a Service is promptly organized, the problem of manning will be simple as many veterans from all three Services would be interested and eligible.

It is not considered that the Coast Guard Service should have its own air service, but rather that the Royal Canadian Fleet Air Arm, when organized, should carry out the necessary coastal air patrol.

I have the honour to be

Sir,

Yours faithfully,

(Sgd) B. L. Johnson
Captain R.C.N.R. (Retd.)

BLJ:WG

RECOMMENDATION NO. 82

Coast Guard Service

In view of the representations made and evidence submitted the Commission recommends:

THAT an independent committee be set up by the Government to study the proposal for a Canadian Coast Guard, and if the formation of a Canadian Coast Guard is recommended, to outline also its functions and organization.

SECTION XIV

The following Memorandum prepared by President M.F. Gregg is submitted and concurred in as supporting Recommendation No. 5.

"RECOGNITION OF THE LEADERSHIP FACTOR IN REHABILITATION"

It is a well-known fact that this war brought out an astonishing wealth of intangible values that had been latent in our Canadian youth. For brevity I shall call this the "L" factor (leadership). It is made up of many things of which the following are a few examples: character, sense of responsibility, initiative, stability, perception, enthusiasm, group value, team-work, perseverance, personality.

It is unnecessary to go into details as to how this factor was developed for that is well-known to the members of your Commission. Quite rightly you are taking it for granted that this "L" factor will be a very valuable addition to the technical qualifications and experience which you are now in process of assessing.

Here, however, I refer to that large group of service personnel who had little or no occupational or technical skills before the war, have acquired little or none during their service that can normally be converted to peace-time needs, and yet who have proved that they have developed the "L" factor to a high degree.

Unless some post-war recognition, assessment and utilization can be made of this factor, the morale of the fine young Canadians who possess it will be seriously lowered and the country will be guilty of criminal waste. Furthermore, - and this is of equal importance, - what is done now in this connection will have its reactions upon youthful aspirations for many years to come. We have always wanted to inculcate this "L" factor in time of peace and were not very successful. It lay dormant, in the main, and little tangible valuation was placed upon it and few outlets provided for its expression. If we don't give it a special place now there will be no incentive for young people in the future to try to attain it.

I shall take an actual example: To-day, Lt.-Col. "X" is the number one combat soldier that this province has produced in this war. Humble background is a small N.B. town, - Broke off from high school with very ordinary record, - had started work as salesman of a local product, - enlisted as a private in 1939 with the first division infantry battalion from the province, promoted through the n.c.o. ranks in England, - attended my OCTU in Surrey, Eng., where he showed great promise, - went back to his regiment where he served without break through all the 1. Cdn Div fighting, - promoted through officer ranks to Lt.-Col. and command of his regiment in the field, - twice decorated for gallantry, - slated to command his regt. in the Pacific. Now "X" will be coming out of the army with no tangible orthodox qualifications for civil life except his brief sales experience. He is still in his twenties, and is known and almost adored by the young men of N.B. who served with or near him, and of course greatly respected by the non-veteran youth of the province. If "X" is to go back and carry on where he left off in 1939, it will not only throttle something inside him, deprive the community of something valuable, but also be a clear indication to admiring adolescents that this "L" factor might be highly prized in war, but is a worthless peace-time commodity.

What to be done about it; Existing arrangements for university and vocational training will enable many, strong on this "L" factor, to get their chance, but they will not meet anything like the entire need. There will be many who cannot, or will not, go back and get for themselves the necessary basic academic or technical training to enable them to go on to the role their intangible qualities deserve. I propose that this matter be treated as a very special federal responsibility. Existing federal agencies for veterans can do much, but in addition to all that there is the need of some kind of a special "L" officer who would make liaison with all such agencies, federal and provincial, who could think up ideas for the most valuable utilization of these men. I think that every effort should be made to bring them in close contact with youth training in such roles as physical direction, recreational leaders, scout masters, directors of summer camps and even rural school teachers (if the role were properly presented to the men, and if provincial departments of education could be brought to see the opportunity).

SECTION XV

Attitude of the Veterans

The attitude of the veterans is, in the opinion of the Commission, adequately expressed by the submission of the Canadian Legion, B.E.S.L., attached to Recommendation No. 37.

The Commission records its appreciation of the cooperation which it has received from the Provincial Governments; of the uniform courtesy of the University, Industrial and Union representatives and of the officials of Federal Departments who have appeared before it. The Commission is particularly indebted to the Liaison Officers appointed by the three Armed Services: By the Navy, Commander (E) E.W. Wood; by the Army, Major B.F. Adly and by the Air Force, Wing Commander G.W. Crossland; to the Special Liaison Officers, Lt.-Col. F.L. West and Flight Lieutenant H.D. Southam; and to Mr. T.A. McMaster of the Canadian Legion Educational Services. Without their help the work of the Commission could scarcely have been accomplished. The work has also been greatly facilitated by the efficient services of the Secretary, Commander A.E. Fortington, and the Official Reporter, Mr. R. A. Whitman, and their respective staffs.

The Commission submits this Second Report as the result of almost continuous travel and study. It is fully aware that much ground remains to be covered, but it offers the foregoing surveys and recommendations as a humble and sincere contribution to the solution of a very great problem.

(Sgd.) Wilfrid Bovey
Chairman

(Sgd.) D. S. Lyons
Commissioner

(Sgd.) S. R. Ross
Commissioner

(Sgd.) F. W. Smolts
Commissioner

(Sgd.) H. Dupuis
Commissioner

(Sgd.) J.C.O. Herwig
Commissioner

SESSIONAL PAPER NO. 117A

MONDAY OCT 29 1945

ROYAL COMMISSION

on

VETERANS' QUALIFICATIONS

Montreal
1945

List of Recommendations

Chairman:- Hon. Wilfrid Bovey O.B.E., LL.D., F.R.S.C.

Commissioners:-

Mr. Hector Dupuis	Montreal
Mr. J.C.G. Herwig	Ottawa
Mr. D. S. Lyons	Montreal
Mr. S. R. Ross	Windsor
Mr. F. W. Smelts	Vancouver

Secretary:- Commander A. E. Fortington
Ottawa

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VOL. III

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PRELIMINARY RECOMMENDATION

(Handicapped Personnel)

May 11, 1945.

At its first meeting this Commission examined the correspondence between yourself and the Honourable Antonio Barrette, Minister of Labour of the Province of Quebec which you submitted for our consideration.

The bill referred to by the Honourable Mr. Barrette is primarily aimed at the retraining of personnel injured in war or industry.

The Commission decided to suggest that you should issue and request your colleague the Honourable the Minister of Veterans Affairs to issue instructions to officials dealing with handicapped personnel in Quebec before as well as after discharge to the effect that they should begin at once to direct handicapped personnel to the retraining centres established or to be established in Quebec under Quebec Legislature Bill No. 23 entitled an Act to assist apprenticeship and the enhancement of human capital.

RECOMMENDATION NO. 1

(Certificates of training)

That in the opinion of this Commission in order to ensure so far as possible the obtaining of credit in civil life, it is essential that each member of the Armed Forces be furnished with a document covering each course of instruction satisfactorily completed, the time spent in the service in the trade or other work concerned and any supplementary trade which he has acquired.

It is further essential, if such arrangements have not already been made, that the documents handed to each person discharged specify in full detail the rank and appointment and/or trade group held at that date.

RECOMMENDATION NO. 2

(Matriculation Certificates)

The Commission has heard with interest and attention the evidence of a number of officers dealing with the educational and other qualifications of high grade technical personnel. The Commission has noted that in many respects this group of men and women has almost reached what is officially described as school leaving or matriculation standard.

The Commission recommends that instructions be issued by the Ministries concerned that in the case of all such personnel, facilities be provided forthwith, through the use of the Canadian Legion text booklets, by correspondence and in classes, for the acquirement of complete matriculation standing; and that every effort be made to induce suitable personnel likely to benefit from further educational training to complete the matriculation requirements without delay.

RECOMMENDATION NO. 3

(Photographers)

The Commission has learned with interest of the very extensive development of photography in the armed services and is impressed by the great value of the personnel, knowledge and skill and of the equipment concerned, as national assets.

The Commission understands that a large number of the personnel will be able to return to civil employment but that others, notably those engaged in aerial photography, may well be dispersed so that their training will be lost to the country.

The Commission recommends:

1. That the government of Canada reconvene forthwith the aerial survey of Canada, since only in this way can the best use be made of the personnel who have been trained and the knowledge which has been acquired.
2. That the attention of the universities of Canada be directed to the desirability of establishing courses leading to the preparatory requirements necessary for clinical and engineering photographers.
3. That a combined school be established forthwith by the three armed services with the object of training.
 - (a) engineering and clinical photographers if required;
 - (b) personnel in the services who would benefit by further training and might be subsequently employed in governmental activities.

RECOMMENDATION No. 3A.

During the sittings of the Royal Commission on Veterans' Qualifications in Montreal 21st May to 14th June when reports were heard from personnel of the Forces on Service trades, courses of training and qualifications, the ~~matter of technical training on the level between Technical High Schools and Universities~~ was under discussion.

The establishing of Technical Institutes in various provinces is a subject which is now very much in the public eye and is doubtless one that is receiving the serious attention of the responsible Dominion and Provincial technical educational authorities.

The evidence submitted to this Commission indicates that heretofore there have existed, and still exist, serious deficiencies, not only in the opportunities offered to those desirous of securing technical knowledge but also for the necessity of securing such knowledge. Industry has been content to produce tradesmen possessing hand skills but woefully lacking in technical knowledge. If Canadian industry is to retain any semblance of continuing leadership in the international field, industries' foremen must be technically qualified and every apprentice should be a potential foreman. Such a philosophy necessitates at once the initiation of technical education for apprentices.

This Commission realizes that the apprenticeship Acts being enacted by the provinces will enforce a correction in the deficiency in technical education in the training of apprentices. However, such legislation suffices also to magnify the deficiency in Canada of institutions where such education may be obtained. Such training to be effective must necessarily be above the level of that given in Technical High Schools, and for purposes of incentive should, by arrangement with the Universities if possible, be so designed as to qualify in credits toward a

University degree in engineering, or should at least be directed toward student membership examinations of the professional engineering societies.

an educational programme of this type requires at once the establishing of Institutes of Technology, suitably staffed, well equipped and prepared to offer day and evening courses.

The Commission has had its attention directed to the memorandum by Dean C.R. Young of the University of Toronto, a copy of which is attached.

This Commission recommends that in order to ensure the proper establishment in civil life of the highly trained personnel to whom its attention has been directed during its hearings of evidence from members of the Navy, Army and Air Force and to render the asset that the country possesses in these men and women of the utmost value, and further to ensure the existence in Canada of adequate and modern technical instruction, the Provinces be invited to establish forthwith technical institutes of the nature above described and that in view of the national value of such training the necessary funds be provided by the Federal Government, and further that the courses of such institutes be so designed as to be later extended to the farthest point which can usefully be attained.

THE DESIRABILITY
OF ESTABLISHING TECHNICAL
INSTITUTES IN CANADA

C. R. YOUNG, M.E.I.C.

Dean of the Faculty of Applied Science and Engineering, University of Toronto
Past-President of The Engineering Institute of Canada

A memorandum submitted to the Council of The Engineering Institute of Canada, on February 9th, 1944. Council approved the proposal and has since taken steps to initiate action through the provincial department of education

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A memorandum submitted to the Council of The Engineering Institute of Canada, on Feb. 9, 1944.
Council approved the proposal and has since taken steps to initiate action through the provincial departments of education.

1. THE NEED FOR TECHNICAL INSTITUTES

One of the present obligations of the educational authorities and institutions in this country is to direct their resources towards a speedy and sound re-establishment of men discharged from the forces or released from war industry. A forward-looking and realistic technical educational programme ought to form an important part of the general scheme of rehabilitation. The faculties of engineering of the universities will, no doubt, do their share, but they are properly restricted to the professional field. It is therefore necessary that steps be taken under provincial auspices, but perhaps with federal support, to provide essential training to many men with technical aptitudes who either could not qualify for admission to a university or could not spend four more years of their lives in obtaining an education for a livelihood. Some plan should be devised whereby men without professional ambitions could have their needs satisfied in institutions giving a training above the ordinary vocational level but less advanced than that offered by the engineering colleges. Minimum qualifications for admission would naturally have to be less than complete university matriculation and might in some instances have to rest chiefly on personal capacity and interest, supplemented perhaps by assurances of future employability in technical pursuits.

Consideration of technical education in Canada clearly indicates a serious gap in it above the secondary school level and below that of the degree-granting engineering faculties and colleges. The universities, as the sole type of institution above the ordinary or vocational high school, cannot possibly serve adequately all of the needs of the country in the matter of advanced training of technical personnel and any attempt at doing so is bound to be unsatisfactory both to those seeking training and to the universities themselves. Experience in the United States, in Great Britain, and on the continent, has shown that the whole fabric of technical education is strengthened and marked public benefits realized from the establishment of an intermediate type of institution commonly designated as the "technical institute".

It is of importance to note that in the United States renewed emphasis is now being placed on the work of the technical institutes. Much of the technical training to be made available for men discharged from the forces and released from war industry will be given by them. As an evidence of the growing activity expected in this field, eight technical institutes are projected for New York State, to be built as part of the post-war construction plan and turned over to the State for operation.

2. EMPLOYMENT OF TECHNICAL INSTITUTE GRADUATES

While the graduates of engineering colleges look to professional employment involving investigation of the scientific and economic features of undertakings and are concerned with devising what are often original methods of analysis, design, construction, manufacture, or operation, the graduates of technical institutes are for the most part concerned with repetitive activities associated with production, operating or maintenance procedures. Graduates from the latter type of institution constitute the "line" side of an organization, as contrasted with the "staff" side, which is generally recruited from the graduates of professional schools.

Technical institute graduates very often limit their interests to, and are trained for, particular industries. Their duties are normally of a supervisory character, but may include minor technical functions such as drafting, design of details, laboratory testing, inspection, construction in the field, or the technical aspects of sales work.

Careful studies made in the United States indicate that the technical institute graduates required by industry represent from 2.2 to 3.0 times the number of graduates required from the professional schools. These two groups are related in much the same way as are non-commissioned officers and commissioned officers in the army.

3. TYPES OF TECHNICAL INSTITUTE STUDENTS

Technical institutes serve more effectively than the engineering colleges the following types of young men:

- (1) Those who have had industrial experience and have already chosen a vocation upon which they wish to embark with the least possible loss of time.
- (2) Those who have passed the state of "book-mindedness" and whose mental learning processes centre on actual doing rather than on formal study.
- (3) Those who, for financial or other reasons, cannot devote four years to preparation for remunerative employment.
- (4) Those who, having practical rather than intellectual interest, have had to leave college before progressing very far.
- (5) Those whose educational qualifications would not admit them to a university.

4. GENERAL CHARACTERISTICS OF TECHNICAL INSTITUTES

While great diversity exists in the character and practices of the presently-operating technical institutes, they nevertheless exhibit certain well defined general characteristics. The courses offered are shorter and more practical than those available in the professional schools. While courses in the latter develop the specialized functions of research, analysis, design and new production or operating procedures, the work of a technical institute is centered upon and seeks to rationalize the higher practical pursuits of industry. Students of the latter learn by doing rather than by studying and there is much less emphasis on independent study than in the universities. The mathematical and physical sciences are not taught as independent disciplines, but in intimate and very direct and practical connection with their technical applications.

The length of technical institute courses varies from one to four years, the most common being two years. Under favourable aspects, two years of intensive practical work with a sound grounding in the underlying sciences will result in a high employability of the graduate.

Three broad types of training are offered in technical institutes: - (1) generalized engineering courses, (2) technology of particular industries, (3) functional courses.

Experience has shown that there are innumerable positions in industry for the efficient occupancy of which a wide range of scientific or technical knowledge is not necessary. Many of these are conventionally classed as belonging to engineering and many open paths to posts of high responsibility in producing and operating organizations. The technical requirements of such positions can be adequately met by an intensive type of engineering training from which the more advanced scientific features are omitted. To meet this situation, so-called

generalized engineering courses have been established in some of the technical institutes.

In the generalized engineering courses a strong effort is made to present basic science and technology that would be useful in any one of a variety of industries. Some of the subjects taught are mathematics, physics, chemistry, mechanics, engineering drawing, descriptive geometry, electricity, and materials of construction. To these there may appropriately be added industrial relations, sociology, industrial safety, and industrial law. The generalized engineering course in a technical institute parallels the engineering courses in the universities but represents an abridgment of them. The material is presented in a more practical form and in a manner not demanding of the student any marked attainments in mathematics or in theoretical science.

Many technical institutes offer courses in the technology of particular industries, often with a definitely local application. Some of the most successful of these institutions have grown out of the idea of service to one or more important local industries. An application of this principle in Canada might well be advantageous.

Some technical institutes offer what are called functional courses. These pertain to such activities as quantity surveying, textile designing, power plant management and operation, management, and general supervision.

The co-operative plan has been found particularly helpful in extending the usefulness of technical institute work. Under this, the student alternates between study in the institute and employment in industry. His experience and practical qualifications increase in parallel with his theoretical knowledge.

Although degrees cannot be granted on the completion of the typical short, practical courses offered by the technical institutes, it is highly essential that some form of certification should be adopted through which the graduate would be able to establish his qualifications. This has been admirably worked out in Great Britain. A scheme of examinations and credentials has been developed under the joint auspices of the English and Scottish Boards of Education and a group of professional institutions. National Diplomas are given for successful examinations following full-time day courses, and National Certificates for examinations following evening and part-time courses.

In order to guard against an effort by anyone to attain professional recognition without the prerequisite training, a clear understanding should be reached by those sponsoring technical institutes with the Provincial Associations of Professional Engineers respecting the attitude of the latter to applications for admission from technical institute graduates. Credentials obtained from a technical institute might be acceptable in lieu of part at least of the examinations required of non-graduates of professional schools for admission to the associations. The difference in required practical experience for the two types of graduates should be determined at the outset.

5. RELATION OF TECHNICAL INSTITUTES TO THE UNIVERSITIES

Experience has shown that it is not practicable for a degree-granting engineering college itself to attempt parallel technical institute activities on the same campus, under the same administrative and teaching direction, and during the same operating hours. No experiment of this kind has so far succeeded. Under such circumstances, the technical institute is soon regarded as a salvage mechanism for failures, culls and misfits. Students in the short courses are not accorded the full privileges of regular students in campus activities and organizations. Unconsciously, but nevertheless almost inevitably, the staff comes to favour the longer course, to the very great prejudice of the technical institute work and to the detriment of the morale of the institution as a whole. No such undesirable situation exists if the technical institute has its own administration, its own instructors, its own quarters, and its own particular policies and ideals, freed of any invidious comparison with institutions giving professional courses.

From the point of view of the engineering faculty or college the superposition of aims and objectives is undesirable. The colleges must protect their standing with the professional societies and accrediting agencies. They must insure that industry places definite value on their credentials. One standard of admission, one general level of work, and one grade of credentials are essential. It is not practicable to arrange the curriculum of an engineering college in such a manner that attendance of one, two, or three years would constitute adequate and final educational preparation for different types of technical employment. Many years ago, the German technical universities attempted this plan and had to abandon it in favour of different types of schools for different callings.

6. CREDITS TOWARD A UNIVERSITY COURSE

Experience has shown that it is difficult to arrange automatic credits for students who complete technical institute courses and desire to enter engineering colleges with a view to obtaining professional training. The two types of programmes are widely different. To obtain the greatest success, the methods of teaching should correspondingly differ.

A dominating principle in the technical institute work has been that the courses are of a "terminal" character. It consequently appears impracticable to admit graduates of technical institutes at any higher level than the first year, except in special cases. The difficulty arises in the fact that the so-called theoretical courses have by intention been made very different in content in the two institutions. In most cases, technical institute men have had neither the amount nor the type of mathematics that would serve as a prerequisite for the more advanced engineering subjects and for which the colleges will allow any considerable credit, however purposeful or useful the content or giving of the instruction has been. Graduates of the technical institutes would, on their part, often experience disappointment in being asked to start over again far down the line. They could scarcely escape a feeling of repetition, waste of time, discouragement, or even embarrassment.

While any regular plan of admission of technical institute graduates to advanced standing in the engineering courses appears to be impracticable, exceptional men, having higher educational qualifications than most technical institute students have, might be admitted to the professional schools above the first year. The possibility of this would prove highly attractive to young men thinking of entering a technical institute. Undoubtedly, it would be in the public interest for the universities, possibly in co-operation with the Department of Education for the province concerned, to arrange suitable "bridging" courses for facilitating such transfers.

7. ADVANTAGES OF THE TECHNICAL INSTITUTE PLAN TO THE UNIVERSITIES

Due to the comparative absence of technical institutes in Canada the engineering colleges have, in effect, been forced to conduct two overlapping types of training. Primarily, the courses offered are designed for men seeking professional qualifications and capable of acquiring them. At the same time, however, there are, in every engineering college, appreciable numbers of students who can hope to attain only a general education or a sub-professional status. Their capacity, or interest, does not enable them to keep pace with the majority of their classmates. As a result, they waste their time and in some measure, hamper the training of the better students. Actually, their own interests are ill-served and industry is by no means a gainer in the process. It must be admitted, too, that a very substantial part of the demand for technical personnel could be filled by technical institute graduates with a greater continuity of service and often with greater immediate satisfaction to the employer.

The concensus of opinion amongst persons long experienced in educational matters is that strictly professional education, would be advanced, the engineering colleges would be greatly relieved, and their primary objectives brought nearer, if those students whose interests are practical and vocational rather than professional were to seek their training in an institution of the type of the technical institute.

8. SUGGESTED ACTION

It is my belief that both education and industry would be notably served if, with the sponsorship of the provinces, a number of technical institutes were immediately established so as to be available for qualified demobilized men and displaced war workers as soon as they are free in substantial numbers.

* * * * *

RECOMMENDATION NO. 4

(Teachers)

The present serious lack of teachers throughout the Dominion may be alleviated by the training of selected instructional personnel of the three armed services.

The returns to a questionnaire concerning teacher shortage and the salary situation tabulated in March 1943 gave the following replies in answer to the question:- "What proportion of those leaving teaching are entering Active Service?"

Prince Edward Island:- 15%
Nova Scotia:- 60%. 800 new teachers this year.
New Brunswick:- The majority.
Quebec:- Males 80%; Females 25%.
Ontario:- 30%.
Manitoba:- 15%.
Saskatchewan:- 50%.
Alberta:- 50%.
British Columbia:- 75%.

Since this questionnaire was issued, normal school enrollments have dropped considerably; many hundreds of class-rooms have been closed throughout the country; retired teachers and comparatively untrained young people have been issued temporary permits and have nobly attempted to hold the breach. Many of the teachers now on active service have decided to enter more lucrative occupations and the tremendous post-war educational task which lies before this country might well be endangered unless immediate steps are taken to recruit and prepare teachers of the virile type required in the schools of Canada.

The armed services have a large number of instructional personnel, chosen on the basis of their ability to teach and who have the requisite academic, commercial, technical and agricultural background. It is hoped that many of these personnel will take advantage of the facilities now offered and that they will prepare themselves for partial credits for entry to the teaching profession while they are on active service.

In addition to providing Reading Courses, Regional Committees of Canadian Legion Educational Services may find it possible to arrange with Departments of Education to evaluate practical teaching done by these candidates in the teaching of academic and other subjects to service personnel and to have inspectors, normal-school masters and other accredited officials give such professional advice as may be necessary.

The recommendation follows:-

Whereas pre-professional reading and study courses are now available through Canadian Legion Educational Services for service personnel who desire to enter the teaching profession and who desire to obtain certain normal school credits for instructional and pre-professional work done while in the service, it is recommended that all who might desire to do so be made aware forthwith of the existence of such courses and that facilities be made available immediately by the armed services in order that as many instructors as possible may acquire such civilian credits before their demobilization.

RECOMMENDATION NO. 5

(Personnel)

The Commission has learned from the evidence of Officers responsible for Service Training of the existence of a large number of Officers and Other Ranks particularly suitable for personnel work and has established that there is urgent need for the giving of special consideration to the cases of such Officers and Other Ranks on demobilisation.

In view of the facts of which it has been informed, the Commission recommends:-

1. (a) That the officers of the Department of Veterans' Affairs be instructed to examine veterans who seem suitable for personnel work;
 - (b) That immediate steps be taken to complete the organisation for advice to veterans suitable for personnel work in the business and professional fields and for advisory positions in industry;
 - (c) That the staff selected for examining and giving advice to such veterans should consist of men and women who are themselves veterans.
2. That Universities and other educational institutions be invited to set up Personnel Courses in which the veterans above referred to may be made acquainted with civil requirements including modern theory and practice, and to grant at the termination of such courses a suitable certificate.

(Civil Service)

It is recommended pending general demobilization and the availability of personnel employed overseas that service personnel become eligible for temporary appointment to vacancies in the Civil Service on the following basis:

1. (a) That service experience in clerical duties be considered the equivalent of similar experience in their permanent Civil Service.

(b) That the following groups be eligible to enter competition as Grade 1 clerks.

- NAVY
 - Engineer's Writers
 - Male Writers
 - Wren Writers (Pay)
 - Wren Writers (O.D.) (Clerk)
- ARMY
 - Clerk - Group "C"
 - Accountant (Signals) Group "C"
- AIR FORCE
 - Clerk (Administrative) Group "C"

(c) That the following groups be eligible to enter competition for employment as Grade 2 clerks.

- NAVY
 - Petty Officer Writers
 - Petty Officer Wren Writers (Pay)
 - Petty Officer Wren Writers (O.D.) (T or O)
- ARMY
 - Accountant (Signals) Groups A and B
 - Clerk (Accountant)
 - Clerk (Departmental)
- AIR FORCE
 - Clerk (Administrative) Group 'B'
 - Clerk (Accountant) Groups A & B

2. (a) That service experience in typing duties be considered the equivalent of similar experience in the permanent Civil Service.

(b) That the following groups be eligible to enter competition for employment as Grade 1 typists.

- NAVY
 - Leading Writer (who has passed examination for his rate in typing.)
 - Leading Wren Writer (Pay) (who has passed examination for rate in typing.)
- AIR FORCE
 - Clerk (Administrative) Group 'B'

(c) That the following groups be eligible to enter competition as Grade 2 typists.

- NAVY
 - P.O. Writer (who has passed typing examination for his rate)
 - P.O. Wren Writer (Pay) (who has passed typing examination for the rate)
 - Wren Writer (O.D.) Typist
- ARMY
 - Clerk Typist - Group 'B'

3. (a) That service experience in stenographic duties be considered the equivalent of similar experience in the permanent Civil Service.

(b) That the following groups be eligible to enter competition for employment as Grade 2 stenographers.

- NAVY
 - Wren Writers (C.O.W.)
 - Wren Writers (C.D. Stenographer)
 - Writers (qualified in shorthand and typing)
- ARMY
 - Clerk (Stenographer) Group 'B'
- AIR FORCE
 - Clerk (Administrative) Group 'A'

RECOMMENDATION NO. 7

(C.L.E.S. Publications)

In view of the increasing interest of ~~service~~ personnel in rehabilitation and re-assimilation measures and in order that appropriate information be immediately available to them, this Commission recommends that the Minister of National Defence, the Minister of National Defence for Air and the Minister of National Defence for Naval Services issue instructions that copies of Canadian Legion Educational Services publication "How to Choose Your Post-War Job", its counterpart "Pour mieux Choisir Votre Emploi d'Après-Guerre" and the accompanying Occupational Manuals be issued immediately to all officers in charge of Personnel Counselling and Demobilization.

RECOMMENDATION NO. 8

(Meteorologists)

The Commission has had its attention directed to the existence of a group of service personnel trained and experienced in meteorological work who might well be useful in the Meteorological Service of Canada. The Commission recommends;

1. That service experience and training for meteorological observer duties be considered the equivalent of meteorological assistants, grades 1 and 2, in the meteorological service of Canada.
2. That meteorological observers be eligible to enter competitions as grades 1 and 2 meteorological assistants in the permanent Civil Service, Department of Transport.

The Commission trusts that this recommendation will be brought to the notice of the Civil Service Commission and of the Meteorological Service.

RECOMMENDATION NO.9

(Radar)

The Commission has spent a considerable amount of time on the study of radar personnel, their qualification and their disposal. Thoroughly qualified officers of the Armed Services have provided information as to the number of men and women involved and so far as service regulations permitted have explained the functioning of the apparatus.

The Commission has been informed that various scientific groups are considering the use of radar in civil life, but in view of the thoroughly practical as well as scientific knowledge of the witnesses who have appeared before it and in view of the urgency of finding suitable employment for radar personnel, the Commission believes itself sufficiently informed to make a general recommendation without delay. Scientists and Radio manufacturers will no doubt have certain additions to suggest.

The Commission was further led to this conclusion by the following facts which it believes to be beyond dispute:

- (i) It is essential that Radar be given at once its proper place in civil economy.
- (ii) There is no peace time calling in which our highly trained radar personnel can at once utilize to advantage their particular abilities. While communications personnel in general can early be placed there is no such opportunity for Radar personnel since their calling does not exist.

The Commission inquired of the Naval Services in particular how Radar might be used in post-war developments and has the following reply from the Director of the Signals Division:-

- "The R.C.N. is the Canadian Government authority for the use of Marine Radar.
2. It is intended to recommend to the Cabinet compulsory fitting of Radar in certain categories of Canadian Registered ships to promote safety of life at sea,
 3. The final regulations will follow, to a large extent, any international regulations which may be introduced in the future.
 4. There will be a small number (to start with) of shore Radar Stations established in Canada, as aids to navigation.
 5. Initially it is reasonable to assume that the positions of operator, both at sea and on shore, will be filled by ex-Naval personnel since there will be no other persons sufficiently trained to meet the requirements.
 6. Regarding Naval Radar maintenance men; Radio Artificers are all-round radio technicians and their post-war employment can be in any technical radio-electric position."

After consultation with several expert witnesses and careful consideration the Commission makes the following interim recommendation:-

(See attachment hereto)

The Commission expects to consult the Universities interested regarding this recommendation and will make a supplementary report. Nevertheless, the Commission believes that preliminary preparation along the lines indicated should be made at once.

ATTACHMENT TO RECOMMENDATION NO. 9

RECOMMENDATIONS AS TO THE ACTION
TO BE TAKEN BY THE GOVERNMENT TO
ENSURE FUTURE EMPLOYMENT FOR RADAR
OPERATORS AND RADAR MAINTENANCE
PERSONNEL.

Radar has been developed by all the Allies during this war to such an extent that it will undoubtedly have many valuable commercial applications in peace time. Owing to the rapidity with which this development has taken place, it is not possible to forecast all the eventual uses to which Radar may be put in future, but the most important in the immediate post war period will be the reduction of the hazards of sea and air transportation and the provision of an aid to navigation which has had no parallel in the past.

2. After the cessation of all hostilities, there will be available in Canada a large number of Officers and men, of all three Services, trained in the operation and maintenance of Radar equipment.

3. With these men, and with the knowledge and experience which has been accumulated during the war, Canada has a golden opportunity to take and hold a leading place in what will become a thriving world industry.

4. If this opportunity is not seized at the earliest practicable moment, there is no doubt that the United States and other countries will rapidly take steps which will make it very difficult, if not impossible, for Canada to enter the commercial Radar field at a later date.

5. Much of the Radar equipment now being used by the Services will not be suitable for post-war commercial use on account of its size and expense, and because the performance of Service Radar sets is in general far higher than will be required in peace time.

6. Many of the details of Radar are still graded as Secret and it is of first importance that Canada should relax all security restrictions in conjunction with the U.K. and the United States, and that Canada should be ready at that time with plans to throw open the production of Radar equipment to all commercial radio manufacturers.

7. To ensure that these plans will be ready when required, and to provide sufficient inducement to Radio Manufacturers to pursue the production of Radar equipment, the following recommendations are put forward:

(a) The application of Radar should be divided into two classes: (i) Sea Radar
(ii) Air Radar.

(b) It should be obligatory for all passenger ships and passenger aircraft to be equipped with Radar equipment which will satisfy the requirements of the Government.

(c) Only regularly licensed operators and maintenance men should be allowed to be employed on Radar equipment on land or sea or in the air.

- (d) The setting of standards of proficiency, and the training and licensing of Radar operators and maintenance men, should be the responsibility of the R.C.N. and the R.C.A.F. for sea and air Radar respectively.
- (e) (i) Two permanent Commissions should be established:
 - (a) The "Sea Radar Commission", under the direction of N.S.P.Q., composed of representatives of the R.C.N., the Department of Transport and the Radio Manufacturers Association.
 - (b) The "Air Radar Commission", under the direction of R.C.A.F. Headquarters, composed of representatives of the R.C.A.F., the Department of Transport, Air Lines Operators and the Radio Manufacturers Association.
- (ii) These Commissions should be charged with the following duties, each in its own sphere:
 - (a) Make a survey of existing Radar equipment with a view to its possible use, or its conversion for use, in the post war period.
 - (b) Lay down and revise from time to time the requirements to be fulfilled by Radar equipment fitted in ships and aircraft in accordance with paragraph 7 (a) above.
 - (c) Draw up specifications on a commercial basis, of the essential equipments; and arrange for prototypes to be built and thoroughly tested in merchant ships and aircraft so that, when secrecy regulations permit, manufacture of the equipment can be started on a large scale.
 - (d) Advise the Government on the siting and operation of land Radar stations, Radar navigational beacons and long range navigation stations required in connection with both air and sea transportation.
 - (e) Control, on behalf of the Government, all shore Radar stations and services,
 - (f) Direct, both separately and in conjunction, research in the Radar field. It can confidently be assumed that Radio Manufacturers will be eager to develop any new knowledge that may be revealed by research, but research should remain a Government responsibility which can best be discharged by these two Commissions working through the N.R.C. and the Service research departments concerned.

RECOMMENDATION NO. 10

(Employers)

The Commission has had its attention directed to a resolution passed on Tuesday, April 10th, 1945, by the Reassimilation Conference of Canadian Employers which was held at Montebello, under the sponsorship of the Canadian Legion Educational Services. This resolution reads as follows:-

"It is the feeling of this Conference that, in addition to those members of the Armed Forces who are covered by the Re-instatement in Civil Employment Act, employers as a whole should recognize that they have a moral responsibility and that they should apply to the fullest possible extent every effort to provide occupations within the ability of the individual to perform, to all members of the Armed Forces, who had not been gainfully employed at the time of enlistment. The Federal Authorities should make available accurate data as to the numbers in the Armed Forces who come under this classification with all available information which will indicate the training they obtained while on Active Service and the authorities should develop procedures which will encourage employers to absorb these people."

The Commission has received the general impression that about 60% of the men and women in the Armed Services constitute the group above mentioned, the members of which have no business experience but the Commission doubts whether at this stage any more accurate figures could be obtained or would be useful.

The Commission, nevertheless, recommends that the information as to trade and other qualifications furnished by the index and syllabus sheets which will form part of the first interim report be made available to departmental officials responsible for placement and to Canadian employers at the earliest possible opportunity.

RECOMMENDATION NO. 11.

(Nurses)

The Commission has found that a large number of women in the Services have been well trained as sick berth attendants, hospital assistants, and nursing orderlies and believes that advantage should be taken of this training in the interests of institutional efficiency and national welfare as well as in the interest of personnel concerned: —

The Commission recommends:

- (1) That hospitals operated by the Department of Veterans' Affairs be informed at once of the existence of this category and that officials of the Department of Veterans' Affairs and the Department of Labour be requested to direct such personnel to these institutions as well as to mental hospitals and tuberculosis sanatoria, where they can be used as far as their experience permits. The Commission recommends that the provisions be put into force forthwith and that they be taken at once into the Department of Veterans Affairs and Hospitals of that type, and that such personnel be given leave in such numbers as are available from time to time to follow the courses herein below suggested.
- (2) That wherever the calling of practical nurse is regulated, such personnel be accepted at once as provisional practical nurses, admitted to courses of instruction and granted their full qualification as soon as such deficiencies are made up.
- (3) That wherever the calling of practical nurse is not regulated by legislation:
 - (a) the Provincial Departments of Health be urged by the Commission to implement legislation for training, examination, licensing and regulation of practical nurses;
 - (b) that the course of training be based on the outline as prepared and recommended by the Canadian Nurses Association;
 - (c) since Service personnel require additional training in home nursing, dietetics, maternal and child nursing, that special intensive three months' courses of training be organized at various suitable centres within the next six months, offering special training in the items enumerated in this section 3. This course is to be open only for Service personnel who have had a minimum of six months' experience in Service Hospitals, the cost of conducting such courses to be paid by the Federal Government.
 - (d) That wherever possible Nurses' Registries be requested to register practical nurses for the purpose of placement.

RECOMMENDATION NO. 12

(Trade Analyses)

The Commission has heard with great interest the evidence of Dr. Dumouchel of the Research Section, Department of Labour, and desires to commend the work he is carrying on and to express its appreciation of the breadth of his knowledge of the subject and allied questions. The Commission has also noted the work being carried on by the Committee on Rehabilitation of the Canadian Legion Educational Services in the preparation of vocational manuals describing various callings.

The Commission recommends:-

1. That there should be the closest possible liaison between the work of the Research Section in this field (Dr. Dumouchel) and that of the Committee on Rehabilitation of the Canadian Legion Educational Services to the end that the maximum number of callings be covered either by one or the other authority.

2. Without criticizing the efforts of either the Research Section or the Canadian Legion Educational Services that the speed of work be so accelerated that the main bulk of the field be covered on or before September 15, 1945.

Unless such acceleration can be attained the Commission cannot undertake to give unqualified approval to the continuation of these activities.

RECOMMENDATION NO. 13

(Meteorologists)

1. The Commission has heard the brief of Dr. Andrew Thompson of the Dominion Meteorological Service of which the following is an extract:

The following is a brief outline of the positions which become available from time to time in the Meteorological Service with the qualifications required before the war, the duties involved and the salaries at present authorized. The salary schedule may be revised upward in the post-war period.

All positions are regularly filled by Civil Service competition. When vacancies occur, the Civil Service Commission advertise the openings and applications are received for one or more of the following positions. The application forms for Civil Service appointments are obtainable at all large Post Offices and should be mailed to the Secretary, Civil Service Commission, Ottawa. In general, all applicants must be Canadian citizens and except for war service must have lived in Canada for five years prior to making application.

At remote places an isolation allowance amounting to \$50. per month is given in addition to the regular salary. Special clothing is provided for stations located in the sub-Arctic.

Technical Positions

1. The lowest technical position in the Meteorological Service is Meteorologist, Grade 1, which leads on promotion to grades 2 to 5. For the position of Meteorologist candidates must be honour graduates in mathematics and physics from a recognized University and regularly possess post graduate degrees in Meteorology from the University of Toronto or some other University which gives an equivalent course in Meteorology.

Anyone who is about to enter University with the idea of going into Meteorology, should take advanced courses in mathematics and physics, particularly Thermodynamics, Hydrodynamics, Properties of Matter, Calculus and Vector Analysis.

The duties of the position of Meteorologist consist of weather forecasting, research and the handling of all technical problems concerned with Meteorology. The initial salary for Meteorologist, Grade 1 is at present \$1920. per annum and the maximum for Meteorologist, Grade 5 is \$4020. per annum.

Sub-Technical Positions

2. Meteorological Assistants, Grade 3 are required to fill usually one of two positions.

(a) To take charge of a small office on the airways where there is not sufficient traffic to require a full forecast staff. Here they will have to provide weather information to all aircraft using the terminal. They make no forecasts but receive the forecasts from the district forecast offices. They have charge of a staff of four or five meteorological assistants, grade 2 who assist in taking observations.

(RECOMMENDATION NO.13)

2..

Meteorological Assistants, Grade 3 (cont'd)

(b) At the large district forecast offices there is usually one meteorological assistant, grade 3 who is responsible for the weather observations, keeping of station records and general supervision of the work of the assistants. According to the present regulations, Meteorological Assistants, Grade 3 are required to have University graduation with specialization in mathematics and physics, although in some cases pass degrees in which mathematics and physics were taken will probably be sufficient. The salary of Meteorological Assistants, Grade 3 ranges from \$1620. to \$2100. per annum.

3. Meteorological Assistants, Grade 2 are required to have senior matriculation and their usual duties are to take weather observations and plot data on the weather map at the main forecast centres. The salary range is from \$1320. to \$1620. per annum. It is anticipated that the present regulations regarding grade 3 meteorological assistants will be changed so as to permit experienced meteorological assistants, grade 2 to be promoted to the higher grade.

There are now a number of vacancies for Meteorological Assistants, Grade 2 at stations along the air routes from Edmonton to Aklavik and Edmonton to Whitehorse and also at other more or less remote stations in Canada. The duties at these locations are to take weather observations and put them in the special form required for transmission by telegraph, teletype or radio. In certain cases, an isolation allowance is paid to those living at isolated locations. Stations requiring grade 2 assistants are constantly changing so that anyone interested in this grade should write to me giving full particulars about their qualifications.

4. Meteorological Assistants, Grade 1 are usually employed at stations off the airways to take observations. The usual qualifications required are junior matriculation although in some cases, if no others are available, public school graduation is acceptable. The salary range for this position is \$1140. to \$1440. per annum.

Radiosonde Operators

There are now a number of positions where skill and knowledge of radio is one of the chief factors in carrying out the duties of the position. The two grades of positions are:

(1) Senior radiosonde technician, requiring graduation from University in mathematics and physics or engineering. The duties will be to send up one or more radiosondes daily (on a large balloon). This requires prior adjustment of radio equipment, working up the observations on thermodynamic diagrams, hydrogen generators and in some cases gasoline power plants will have to be maintained and serviced.

Applicants with mechanical skill are highly desirable. Single men not contemplating marriage for at least two years would be preferred. The present salary including war duties supplement is at the rate of \$1920. per annum during the training period with an increase to \$2400. per annum after three months satisfactory service at a station.

3..

(RECOMMENDATION NO. 13)

Radiosonde Operators (cont'd)

(2) Junior radiosonde technician, requiring attendance at University or graduation from technical school in an engineering course. The duties are to aid the senior radio technician. The salary, including radiosonde allowances is \$1620, per annum.

Teletypists

Vacancies for teletypists at airports occur from time to time. Typists without previous teletype experience receive a commencing salary of \$1080. per annum increasing after three months on passing a satisfactory test to \$1200. per annum and after a further three months and a more difficult examination to \$1380. per annum.

2. Dr. Thompson has informed the Commission that the Meteorological Service is prepared to accept recommendation No. 8 of the Commission, namely;

"The Commission has had its attention directed to the existence of a group of service personnel trained and experienced in meteorological work who might well be useful in the Meteorological Service of Canada. The Commission recommends:

- "1. That service experience and training for meteorological observer duties be considered the equivalent of meteorological assistants, grade 1 and 2, in the meteorological service of Canada.
- "2. That meteorological observers be eligible to enter competitions as grades 1 and 2 meteorological assistants, in the permanent Civil service, Department of Transport.

"The Commission trusts that this recommendation will be brought to the notice of the Civil Service Commission and of the Meteorological Service."

3. Dr. Thompson has also stated that a number of vacancies in the Meteorological Service will have to be filled before the end of the present year.

4. It is recommended that this information be forwarded to the Ministers of National Defence with the request that it be made known to personnel engaged in meteorology, teletyping, radio and radar and also to the Minister of Veterans' Affairs and the placement staff of the Ministry of Labour.

RECOMMENDATION NO. 14

(Navigation)

That a copy of the syllabus of the Short Navigation Course of the Royal Canadian Navy be made available to the Department of Transport, and through the Department of Transport to all examiners of Masters and Mates.

That no specific credit be granted the applicant for a Certificate of Competency on account of this course but that the attention of the examiners be directed to this qualification with a view to facilitating the acceptance of otherwise incomplete or not wholly satisfactory sea service.

RECOMMENDATION NO. 16

(Sea Time)

That the whole sea service of Naval Officers of the Executive Branch and of Ratings of the Seaman Branch be accepted as qualifying sea time for any Department of Marine Certificate of Competency up to a maximum of one year less than that required for the Certificate in question; and

That when an ex-Naval Officer or Rating desires to obtain a Department of Marine Certificate of Competency he should be paid during sea time at the rate to which he is entitled in accordance with union agreements, or at such other rate as is customary for the work in which he is engaged.

RECOMMENDATION NO. 16.

(Master's Certificate)

The Commission has had brought to its attention Section 119 of the Canada Shipping Act (Ch.44, RSC 1934) which reads as follows:

"(1) A person who has attained the rank of Lieutenant in the Executive Branch of the Royal Canadian Navy shall be entitled to receive from the Minister a Certificate of Service as Master of a foreign-going steamship endorsed for sailing ships without examination."

The Commission finds that this provision is in discord with existing conditions, is unfair to officers of the Royal Canadian Volunteer Reserve and does not actually represent the present relation of the qualifications of a Lieutenant Royal Canadian Navy to a Master of a Steam or Sailing Vessel, and recommends that it be repealed.

RECOMMENDATION NO. 17

(Mate - Home Trade)

The Commission has heard the evidence of the Officers of the Water Transport Section of the Army Service Corps which controls vessels working along the coasts of Nova Scotia and Newfoundland.

The Commission recommends that the service of personnel not holding Certificates but desirous of obtaining certificates as Mate - Home Trade be counted for sea time; and that the service of those holding Certificates desirous of proceeding to higher certificates be similarly counted;

And, further, that the same consideration be given to Engineer Officers and Engine Room Hands.

RECOMMENDATION NO. 18

RADAR INDUSTRY

In its recommendation concerning the peacetime development of radar and the use of radar personnel the Commission offered a specific plan which would insure the useful employment of a very large number of personnel who cannot otherwise give the country full value for the knowledge acquired during war.

It has been pointed out to the Commission during its hearings in Toronto that the Canadian undertaking in which radar equipment is produced, namely Research Industries Limited, is now losing its identity as a single concern and it has been stated that one section has already been disposed of to the Corning Glass Company at 25% of its cost. It has also been pointed out to the Commission that it is the policy of the United States Government that radar equipment to be used in the Pacific shall be produced in the United States.

The Commission has further been informed,

- (a) that there are in the radar section of Research Industries Limited a large number of highly trained personnel and that if such personnel are now dispersed they will become a charge on the labour market and,
- (b) that the dispersal of such personnel would render more difficult and expensive the carrying out of the radar program which the Commission has recommended.

The Commission recommends that in order

to insure the future employment of the personnel trained in the use of radar and

to insure the continued employment of personnel skilled in the manu-

facture of radar, thus keeping them off the labour market where they would compete with skilled tradesmen returning from the Armed Services and
in insure to Canada the benefit of skills developed by Armed Services personnel;

the radar section of Research Industries Limited be, for the present, retained intact and operated by the Government of Canada or for the Government of Canada by a Canadian company.

RECOMMENDATION NO. 19

HANDICAPPED PERSONNEL

Representations have been made to the Commission by Union officials that handicapped ex-service personnel are entitled to something better than jobs at the foot of the industrial ladder such as those of watchman and elevator operator. It has been pointed out that many jobs bearing good rates of pay can be done as well by blind or otherwise handicapped personnel as by others. The Commission has been given to understand that this view is also held by the Department of Veterans' Affairs. It has been suggested to the Commission that employers be requested to institute surveys of their plant requirements with a view to ascertaining definitely what jobs handicapped personnel might undertake and that the proper division of the Department of Veterans' Affairs give all possible assistance in this task.

The Commission recommends that action be taken in accordance with the foregoing proposal.

RECOMMENDATION NO. 20

SCHOOL LEAVING CERTIFICATES (FRENCH SPEAKING PERSONNEL)

In its recommendation No. 2 the Commission proposed that facilities be provided for the immediate completion of matriculation requirements by personnel who had almost reached school leaving or matriculation standard. This description is not applicable to a large number of personnel who desire qualifications in the Province of Quebec. Therefore, after consultation with Quebec authorities the Commission recommends:-

THAT where technical personnel have almost achieved educational qualifications equivalent to those reached in the "Cours secondaire moderne" they be afforded the necessary time to complete such qualifications under arrangements to be made by the Directorate of Education, such arrangements to be made through the cooperation of, and at the cost of, the Canadian Legion Educational Services, with

Academie Commerciale - Quebec, Que.

College Mont St. Louis - Montreal, Que.

Academie - Victoriaville, Que.

Where it is impossible for classes to be held at these institutions they should be held elsewhere after arrangements have been made by Canadian Legion Educational Services for the necessary qualifying examinations.

RECOMMENDATION NO. 21

ADDITIONAL COUNSELLORS (D.V.A.)

The Commission has interviewed a large number of representatives of the Unions affiliated with the Canadian Trades and Labour Council and the Canadian Congress of Labour.

It has been made abundantly clear to the Commission that the organized labour movement in Canada is deeply concerned over the welfare of ex-service personnel and that regulations and agreements in force or contemplated will aid materially in rehabilitation.

The Commission has been impressed by the statements of several witnesses that so far as the building and construction trades are concerned much benefit could be gained by ensuring expert counselling by the representatives of the Department of Veterans' Affairs.

The Commission has been assured that there are available ex-service personnel with a good knowledge of the building and construction trades who could be employed as additional Counsellors and that such persons could be usefully employed during full time.

The Commission has further been assured that each separate union involved in the building and construction trades would be glad to give assistance in any way possible and at any time.

The Commission recommends that in all large centres the Department of Veterans' Affairs appoint special counsellors for ex-service personnel desiring to enter the building and construction trades and instruct such counsellors that wherever necessary they should get in touch with the unions concerned.

RECOMMENDATION NO. 22
PRINTING AND CIRCULATION OF APPENDICES
TO INTERIM REPORT

In its Interim Recommendation No. 10 the Commission recommended "that the information as to trade and other qualifications furnished by the index and syllabus sheets which will form part of the First Interim Report be made available to departmental officials and to Canadian employers at the earliest possible opportunity."

In its interviews with a large number of representatives of the Canadian Trades and Labour Congress and the Canadian Congress of Labour the Commission has been informed that labour unions desirous of assisting in the placement of veterans would be glad of the information contained in the indices and syllabus sheets as to the suitable civilian employments for men and women who have left the Armed Services.

The Commission recommends that the information contained in the appendices to its First Interim Report be printed without delay and made available not only to persons responsible for placement and to employers but to all unions throughout Canada.

The Commission considers this recommendation to be most urgent and entitled to the highest priority.

RECOMMENDATION NO. 23

"ON THE JOB" INSTRUCTION FOR STEEL WORKERS

The Commission has heard representations made by the United Steel Workers of America to the effect that personnel from the Armed Services directed towards the metal production trades, no preparation for which is given in the Armed Services, must, if they are to achieve any success, receive "On the Job" instruction in accordance with existing provisions.

The Commission recommends:

- (1) That in the case of all personnel directed toward metal production trades placement officers and rehabilitation committees should, in all cases, make arrangements for such instruction and/or ~~for~~ refresher courses.
- (2) That, since the use of personnel engaged in "On the Job" instruction by temporarily filling vacancies automatically defers a certain number of permanent placements, the period of "On the Job" instruction should not be extended beyond the time fixed by the laws, orders-in-council, and regulations applicable unless in most exceptional cases.

RECOMMENDATION NO-24

TEMPORARY FINANCIAL ASSISTANCE TO UNIVERSITIES

At its sittings in Toronto the Commission examined representatives of:

The University of Toronto
The University of Western Ontario
Queen's University
McMaster University
The Ontario Agricultural College

The Commission desires to record its deep appreciation of the courtesy and consideration received from these important and independent institutions and of the frank manner in which the subjects at issue were treated. Further recommendations will deal with the relations expected to prevail between the universities and ex-service students. One matter however, is of such great importance and urgency and involves so large a financial commitment that the Commission feels bound to bring it to the notice of the government with no delay.

At its sitting on June 28 Queen's University, represented by Dr. J.R. Gray, made a statement indicating that there would be difficulty in providing for the instruction and accommodation of ex-service students unless financial aid amounting to between \$100 and \$150 were given in respect of each student. He further stated that laboratory space and equipment were both insufficient. In order to obviate any possibility of misunderstanding a transcript of part of Dr. Gray's evidence is attached as Appendix A.

Principal (President Designate) Smith of the University of Toronto stated that the provision of adequate facilities, particularly in Applied Science, was at present impossible. He pointed out that the fees received from students only covered about one-third of the university expenditure on students so that additional amounts were unquestionably necessary. He asked how, if the University had to look after 4,000 additional students, it was to finance the additional staff, the additional equipment and the additional accommodation. He demanded more co-operation from the armed services in the matter of releasing key men for staff. A transcript of Dr. Smith's evidence on these points is attached as Appendix B.

Dr. Neville, on behalf of the University of Western Ontario, stated that as most students appeared to be aiming at Applied Science, and as his university had no Applied Science faculty, the needs were not so great, nevertheless additional space and additional staff were both needed. He stated that without six new young men it would be impossible to teach physics next year, and that these were also needed in chemistry. The additional staff would be needed during the additional pressure caused by ex-service students.

A transcript of part of Dean Neville's evidence is attached as Appendix C.

Chancellor Gilmour of McMaster University stated very definitely that his university could not enter the scheme at all without a definite contract to cover the cost and the provision of adequate accommodation.

A transcript of part of Chancellor Gilmour's evidence is attached as Appendix D.

Mr. A.M. Porter, representing the Ontario Agricultural College said that adequate instruction could not be given under present circumstances.

A transcript of part of Mr. Porter's evidence is attached as Appendix E.

Considering (i) the shortness of the time until a large number of students must be accommodated.

(ii) the fact that returning veterans desiring to enter universities and fitted to do so deserve the best that can be provided;

(iii) that the success of the plan for educational assistance at universities depends not only on the payment of fees to individuals but on the availability of funds to meet university costs not covered by fees;

(iv) that in the case of five leading institutions it has been stated that costs will not nearly be covered by fees;

(v) that if the amount of \$100 per student per annum, which is the lowest sum mentioned to the Commission, and the total number of 30,000 students, which is smaller than any number mentioned to the Commission, are based on reasonable calculations, it would be necessary to earmark about \$3,000,000 per annum for the purpose above-mentioned;

(vi) that priorities will be necessary in the case of new construction;

(vii) that it seems probable that many students wishing to enter engineering or Applied Science are much more suitable for the Technical Institutes proposed by the Commission under Recommendation 3A.

The Commission recommends:

(i) That the provision of funds to meet temporary institutional costs not met by the fees of students proceeding to universities and other institutions on the same level be treated as a matter of the highest urgency.

(ii) That any necessary construction be accorded top priority.

(iii) That students who seem unlikely to reap the utmost advantage from university study be sent to the technical institutes already recommended by the Commission.

(iv) That since the Commission has neither the time nor the technical personnel necessary to deal with a matter so important and so urgent, a new committee or commission be set up forthwith (a) to study the needs of each individual university for temporary financial assistance and to report to the Federal Government thereon at the earliest moment.

(b) to consider recommendation No. 3A of the Commission regarding the setting up of Technical Institutes and to report to the Federal Government thereon at the earliest moment.

APPENDIX "A"

(Transcript of part of Dr. Gray's evidence)

THE CHAIRMAN: Now, before we suggest your carrying on for the time being with Colonel West, there are two general points; the first one is one which I mentioned at the beginning, do you foresee any particular difficulty in looking after the probably large group of young men and young women who will be wanting to go to universities?

DR. GRAY: Would you like me to speak about that?

THE CHAIRMAN: If you would.

DR. GRAY: I think one of the difficulties - I am not putting them in order of merit or anything like that - will be accommodation for them. We are trying to get some Army huts so that we can use them just to accommodate people. Now, that is a very important thing --- may I tell you something about that off the record, sir?

THE CHAIRMAN: Certainly.

(Statement off the record)

DR. GRAY: Now, Mr. Chairman, I would put this on the record: there will be difficulty in getting sufficient staff to carry on the programme we have in view, which we have already promised.

THE CHAIRMAN: Excuse me, Dr. Gray, but when you say, "we have already promised", whom do you mean by "we"?

DR. GRAY: I mean -- I don't know whether we promised, we prepared -- I do not know whether that is the word -- perhaps I should say that we prepared, and we are prepared at the present time to take so many people in applied science.

THE CHAIRMAN: Yes.

DR. GRAY: Now, there is a difficulty in getting the men and the accommodation. I do not think that the university will be able to get enough men unless the government is prepared to give them certain money for staff in addition to the money for the mere subsistence and so on for the returned students.

THE CHAIRMAN: Would you be able to give us any idea of what figure you have in mind when you say, "money for staff"?

DR. GRAY: I would not like to be quoted on that, I think you could get that information direct from Principal Wallace.

THE CHAIRMAN: Well, unfortunately, he is not here.

DR. GRAY: I do not want, further, to be quoted as saying that the university wants this in this particular case. However, I would go so far as to say that I think that in the neighbourhood of \$100 or more -- I don't know what it is, between \$100 and \$150, I think. I am not quite sure what it is.

THE CHAIRMAN: Between \$100 and \$150?

DR. GRAY: Well, sir, I won't make any statement there. I would prefer not to be quoted.

THE CHAIRMAN: Unfortunately, there is nobody else to quote.

(APPENDIX "A")

DR. GRAY: I know the universities are considering that very seriously.

THE CHAIRMAN: It is one of the points about which we hope to hear. We did ask Principal Wallace for a spokesman for the university.

DR. GRAY: Yes.

THE CHAIRMAN: If we do not know --

DR. GRAY: Could I leave that for now and send you the information when I get back?

THE CHAIRMAN: Yes.

DR. GRAY: I would prefer to do that rather than attempt to give you anything definite now.

THE CHAIRMAN: Certainly, if you could send that to us at the New Vancouver Hotel, Vancouver.

DR. GRAY: When will you be there?

THE CHAIRMAN: Next week.

DR. GRAY: I will send it air mail.

THE CHAIRMAN: You say then that the main difficulty for the university is in obtaining staff?

DR. GRAY: Oh, I think that is a big difficulty. Our second difficulty is laboratory accommodation, and our third is laboratory equipment.

THE CHAIRMAN: I have heard (not as chairman of this Commission) from the heads of two universities who expressed a great desire to get some of their personnel back from the armed services. Does that come into your requirements also?

DR. GRAY: Yes. Just before I came away there were two men -- one in mechanical engineering and one in drawing -- who wanted to get back to the university.

THE CHAIRMAN: And they are being delayed?

DR. GRAY: Well, sir, as a matter of fact I think one of them has not been in the Army very long.

COMMISSIONER HERWIG: Have you made application for them?

DR. GRAY: I think so, or that they are making application.

COMMISSIONER HERWIG: Because now it is possible for you to make application, there is a new committee or commission which has been set up under order in council to whom universities can make application for the release of personnel who it can be shown were bona fide professors or lecturers at universities.

DR. GRAY: I am glad to know that, when I go back we will look into it.

THE CHAIRMAN: Yes, Dr. Gray, there is a new commission which was appointed only last Monday just for the purpose of dealing with cases of that kind.

DR. GRAY: What is that, Colonel Bovey?

THE CHAIRMAN: I say, Dr. Gray, there was a Commission appointed under an

order in council to deal with such requests. It is called a release commission. I will try to get you some information on that.

DR. GRAY: While we are on this topic, Colonel Bovey, there is another aspect of the situation which I would like to draw to your attention, and that is that there is a lot of equipment in England related to mechanical engineering which could be used in the universities, a great deal of Army equipment. One of our difficulties, you see, is doubling; our proposal practically is to double the number of men taking the applied science course. Now, during the war, it has been very difficult to keep laboratories up-to-date. We have not been able to buy the equipment. Our equipment is out of date to a certain extent, and all this means money. We need more. So I would put equipment and extra laboratory accommodation well up on the list -- if we were able to get some Army trucks I am sure they could be used; in fact, I would like to have one of them right now.

LIUTENANT COLONEL WEST: Now, if you doubled the number of students to what extent would you have to increase your laboratory accommodation - 25 per cent, or 50 per cent?

DR. GRAY: I think 50 per cent.

THE CHAIRMAN: I have a letter here which does not concern the type of equipment about which you are talking, but presumably the same result would arise from a canvass. The Deputy Minister (Army) writes the Deputy Minister of the Department of Labour stating that the equipment of the Canadian Field Service Companies overseas is being held for return to Canada in satisfaction of mutual requirements. However, the War Office has advised they expect that some of this type of equipment will be available at a later date. I suggest an arrangement could be made between your department and the British War Office whereby you could satisfy your requirements until such time as the items in question could be made available from United Kingdom stocks. That provides a very much wider field from which we might draw.

Would it be your suggestion that we should inquire whether laboratory equipment in general could be obtained in that way?

DR. GRAY: I think that would be very helpful.

THE CHAIRMAN: You made a statement a little while ago to the effect that you were attempting to get Army huts for accommodation. Will that be for classes?

DR. GRAY: Living accommodation.

THE CHAIRMAN: Living accommodation, for university staff or students?

DR. GRAY: Particularly for married service people.

THE CHAIRMAN: Would you have sufficient accommodation for classes? What about your laboratories?

DR. GRAY: I doubt it. We would have extra space when it is available for doubling up and that sort of thing.

THE CHAIRMAN: A policy has been announced in connection with ex-service personnel in vocational schools, that they are entitled to work by day and not to be placed on night shifts; would that attitude be adopted by the universities, your board in particular?

DR. GRAY: I do not know whether you are aware of some of the pamphlets that have been published under the aegis of a certain college; there is one in particular "Industry and Education" -- and this is representative committee of the biggest industrialists and professional men, and they are strongly against men working in the day and doing night work. They say they will not get on any better, and they strongly advise industrialists to give these men time off so that they ..4

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can improve their status and their education generally by taking day courses, but not to ask the men to work during the day and then take night work. I do not know whether that answers your question.

THE CHAIRMAN: Quite. Well, then, that brings us to this question, have you adequate class room and laboratory space, leaving out for the moment the question of equipment?

DR. GRAY: I do not think so, when you come right down to it; and the only way I see of easing the strain is to get some of these Army huts which are very good and would make excellent laboratories and offices.

THE CHAIRMAN: And use them in situ?

DR. GRAY: You see, if you increase your staff you have nowhere to put them, and a man does like a little privacy, which is only human. And, as I say, to do the work efficiently we have not got sufficient accommodation. I think that would be found to be true in all the universities.

COMMISSIONER HERWIG: A number of the other universities are trying to get these Army huts. I know the University of New Brunswick is trying to get them.

DR. GRAY: It is the only way we can see.

COMMISSIONER HERWIG: And, if you were able to get these Army huts would you move them, or would you use them where they are.

DR. GRAY: It would be very difficult to do it at Belleville.

THE CHAIRMAN: So that you would have to move them.

DR. GRAY: I should think they would have to be moved to us.

THE CHAIRMAN: Oh, yes.

DR. GRAY: I think it will be much better, too.

THE CHAIRMAN: Has the university formulated any definite request for assistance in that form, as a matter of policy?

DR. GRAY: The principal, Dr. Wallace, has asked. At the time I left Kingston to come down here he had been trying to get in touch with the G.O.C. of the district, he was going to approach him on the matter. There seems to be a little difficulty in connection with the proposal at the present time on account of the fact that they are proposing to use them for the training of forces for the Pacific war, at least temporarily.

THE CHAIRMAN: The Commission could make a recommendation to the effect that where a university considered its accommodation inadequate, arrangements should be made to provide them with accommodation consisting of moved service buildings. I do not know whether this Commission would need to judge in every specific case. I do not know whether we would be asked to; it is quite obvious there has to be someone to say; does the university need this or not.

DR. GRAY: Yes.

CERTIFICATE:

I hereby certify that the foregoing is a correct transcript of the evidence hereinabove recorded.

(Sgd.)

R.A. WHITMAN.
Official Reporter

APPENDIX "B"

(Transcript of Dr. Smith's evidence)

PRESIDENT SMITH: -- -- -- Now, as I said, sir, that is the plan of the University of Toronto; to make available wherever possible, facilities for the entering candidates. I use the term "wherever possible"; it will not be possible in some of the professional courses such as medicine, dentistry, engineering, science, etc., having particular regard to laboratory facilities. It absolutely will not be possible in applied science, at least not to any great extent.

With respect to accommodation; I believe I already mentioned that. I will leave that for the moment.

.....

Now, having regard to the matters that were raised by the representative of another University before this Commission yesterday afternoon and as reported in this morning's Globe and Mail; that is with respect to the financial needs for staff, equipment and accommodation; may I add on behalf of the University of Toronto that we -- and we are not alone in this expression of appreciation -- feel that too great credit cannot be given to the Federal government which had the vision in 1941 and 1942 to plan and to establish such a programme of financial assistance under the post-discharge rehabilitation order that we have in Canada. I have heard colleagues of mine in this University and in another Canadian University refer to it as a Charter of Education for the returned men and women; and indeed it is all that. And I take particular pride in that as a Canadian, that Canada took the lead in this regard over the three countries, the United States, Great Britain and this country. We took the lead in that regard.

(Statement continued off the record)

Now, having said that, and having said it faithfully and fully Mr. Chairman, I am going to say something else, not by way of discounting the credit that should be accorded to the Canadian government. In enacting the post-discharge re-establishment order the government has placed a very heavy responsibility on Canadian Universities; and while we welcome that responsibility the promulgation of that order-in-council known as the post-discharge re-establishment order, and while we praise the vision of the government of Canada in that regard, we have not lost the opportunity of assuring the government that we are ready to co-operate; but we have to have assistance in order to fulfil the promise that is implicit in the post-discharge re-establishment order. And with respect to financial support we have as you know, sir, in Canada privately endowed and State supported Universities. Take the case of a privately endowed University where the tuition fees let us assume amount to thirty-three percent of the income; under the post-discharge re-establishment order the Dominion will pay the tuition fees of the discharged personnel, but the privately endowed institution to which he goes is entitled to ask where are the other two dollars coming from. Now, Mr. Chairman, it is estimated by the Universities that it does not cost twice as much to educate two thousand men as it does one thousand, but your costs go up; and this means, if we are going to do the job properly and adequately for these men and on behalf of these men we will have to give them even better instruction

than we give to adolescents who come to us direct from High Schools and who are still in the mind and in the habit of study. We have already had experience of what that means, individual treatment; and parenthetically, may I say that our experience in the University of Toronto is that generally they are better than the adolescents because of the fact that there is a more definite motivation and purpose shown in their approach to the work, they do not waste time, they know what it means. Now, that is the case of the privately endowed institutions.

Take the case of the Provincially supported institutions, the so-called State institutions; take the University of Toronto, for example, with an income in round figures of approximately \$3,000,000 a year of which one million comes from students' fees, a million and a half from the Provincial government and the other half million from sources such as gifts and income from endowments. Well, if we get four thousand more students here where are we going to get the funds with which to finance the additional staff, the additional equipment and the additional accommodation? And we impressed that on the federal government through a Committee of the National Conference of Canadian Universities and through the duly established government committee at Ottawa, the Advisory Committee on University Training for Veterans. The Universities in concert have made representations to the federal government in that regard; and I do not think I am indulging in mere wishful thinking when I say that we do expect within a very short while -- we think perhaps tomorrow -- to get definite word with respect to a supplementary payment in that regard.

Take in the field of vocational training, the Dominion government is paying the whole cost; therefore we have not lost the opportunity of presenting that as part of our argument. I am hoping, I can say I am confident that something will be done in that regard.

THE CHAIRMAN: May I ask you one question before we go on from there: It is quite clear, and I am quite sure my fellow Commissioners agree, that you are expressing a perfectly normal situation. I do not know whether you would like to go any further, but the Commission would like to do anything it could to forward your request; and I assume from what you say that we would not hurt your cause in any way by doing so.

PRESIDENT SMITH: No, sir. I bow to you in praise of your support.

DEAN YOUNG: President Smith, I think you might speak a word about equipment.

PRESIDENT SMITH: Before I go into that there is the matter of accommodation which was referred to yesterday afternoon.

THE CHAIRMAN: Yes.

PRESIDENT SMITH: In our general discussions in the National Conference of Canadian Universities and in that University Advisory Board under the Director of National Selective Service, the Advisory Committee on University training for Veterans, we have come to this conclusion; that this is a matter for each and every University to take up direct with Ottawa; because it is no use addressing to Ottawa a lengthy recital as to what they should provide or help to provide in the way of additional accommodation, or in terms of laboratory space or drafting room space. We do know, sir, that it does appear (I will put it that way) that between fifty and sixty, perhaps as high as sixty percent of the returned men will be going into Science, pure and applied, and we do know that in the case of Toronto we are obliged to have regard for the fact that it is not possible to accommodate many more. We have plans to get the accommodation off the

main campus for laboratory work and for drafting class work. I can say, off the record here, that thus far we have been accorded a good reception by the Dominion government and the Provincial government. That reception is a manifestation of the desire of those two governments that every assistance should be given to any returned man who is qualified to go on and take university work.

THE CHAIRMAN: Do you feel that any further action in that connection is necessary?

PRESIDENT SMITH: It would be helpful, sir, in respect to the general picture; but we are of the opinion (and I know you will appreciate this, sir) that there is no use going to the Hon. Mr. Howe, the Minister of Reconstruction, and saying we want extra space; he will just say, what extra space do you want, and why.

THE CHAIRMAN: Quite; and I do not think it is our job to do more than assure ourselves that the need is urgent and the University request should be supported. As far as I can see each University must be the judge of what it needs itself, nobody else can judge it.

PRESIDENT SMITH: On the overall picture I might briefly state that at a meeting in Ottawa last week of this Advisory Committee on University Training for Veterans we were told definitely through representatives of the National Conference of Canadian Universities that you must set your sights for at least 35,000 returned men; and that would double the population of Canadian Universities, men and women, in 1939-1940. Knowing something of the Canadian scene I do know it will not be possible to accommodate sixty percent of those in the Lab fields and in the drafting fields with the accommodation as it stood at 1939/40.

THE CHAIRMAN: Thank you very much.

PRESIDENT SMITH: With respect to priorities relating to building materials, that is matter that is going to cause and is causing great concern in some Canadian Universities. They have the funds in hand for building, and they would hope that they could get these buildings underway to accommodate these large numbers of returning men and women. You can't put up a building, as you know sir, in three or four or five months. There has been a hesitancy, and perhaps I should say that that is an euphemism, a hesitancy at Ottawa to give priorities to Universities in respect to obtaining certain types of building material.

THE CHAIRMAN: I think after what we have heard during the last two days that we are seized of this fact, that even in the educational field there are tremendous demands, and even as between educational institutions there is the question of priority; the very large number of men who will require training will also need buildings.

PRESIDENT SMITH: There is one further observation I would like to make, and I know Dr. Barton, Dean Young and Dean Beatty would be qualified to speak more adequately on the point of equipment than I am; but I would like to speak of staff, sir. I contemplate Mr. Chairman and members of the Commission that we will be able to get additional physical accommodation. I may be Pollyanna-ish, but I expect colleges and universities in Canada will be able to get financial support for the adequate training of these returning people. But assume that we do get these two factors; there is still a great hollow, and that is in terms of staff.

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I am not saying this critically, and I appreciate the import of the term "the exigencies of the service" -- I do have some appreciation of that term -- but on the other hand if we are going to do something even approaching the needs of the returned men next February and next May we will have to have the staff; and there has not been exemplified in the services as yet any great eagerness to assist us in that regard; and that is an under statement.

CERTIFICATE:

I hereby certify that the foregoing is a correct transcript of the evidence herein above recorded.

(Sgd.) R. A. WHITMAN
Official Reporter

APPENDIX "C"

(Transcript of Dean Neville's evidence)

THE CHAIRMAN: Well, Dr. Neville I hope you will understand that my general welcome was intended as much for the other universities as for the witness who occupied the seat of honour. I think you know pretty well what the Commission needs to be informed about and I hope you understand. I shall just state it again, that we do not think for a moment that any of our recommendations will bind the universities. But we do hope that some of our recommendations may induce the government to carry out and to fulfil the needs of the universities in the cases where they have needs which otherwise are not filled.

I would like, if I might, to start with the question which we left until the last, this time, and ask you to say whether you-- the University of Western Ontario--considers itself physically fitted and adequately supplied with staff to undertake this big job which is apparently in front of you, and whether you have any needs in that respect?

DR. NEVILLE: Mr. Chairman and members of the Commission: first of all, before touching on the subjects to which the Chairman has referred, I would like to express the regret of our President that he cannot appear before the Commission at their plenary session. His regret, however, is a minor one compared with my own because, as you see, I am on the spot in his stead.

Generally speaking, I think the ground has been thoroughly covered as far as general councils are concerned by the very able presentation by the able president-to-be, Principal Smith.

As far as the University of Western Ontario is concerned, and for your information, it is situated at London, Ontario. As far as physical equipment is concerned, we are desperately in need of floor space, especially in the cultural departments of the Faculty of Arts -- we have no applied science -- which are running on three cylinders. So the 60 per cent of this 35,000, which we hear spoken of glibly in public presentations, does not affect us so intimately. However, we are desperately short of floor space for psychology and English, at least in the non-cultural departments, and in the sciences, for physics and chemistry. We are so short of space in the practical sciences that a new building is absolutely necessary. The equipment for medicine, floor space, and so on, I will leave to Dean Hall to expound.

As far as staff goes, we have not had too bad luck,-- and it is luck - in getting back the men who had gone into the services from the senior staff. Their return has been, I think, more satisfactory than in the case of some other institutions. We do need additional staffing, if we are going to take the proper care of the ex-service men who are coming back into pure science and medicine.

Our great trouble in staffing, Mr. Chairman, is in the junior level. It is not the returning men, it is the addition of men that we have never had. That is, perhaps a wrong impression. We have had demonstrators in physics in almost sufficient numbers to be able to count on them. We have had demonstrators in chemistry, but they have passed on into technical service personnel and are no longer available to us.

APPENDIX "C"

But no replacements are available to us at all. We cannot do physics next year without six young men; and I say "can't do" and I mean it. We need them, too, in physics and chemistry, at least six demonstrators in each department, to carry on anything like an adequate program for these young men to whom our sympathies are committed.

THE CHAIRMAN: Might I inquire this, Dean Neville; Professor Smith said that his university had reasonable hopes of a federal subsidy, I presume, for the time that this additional staff would be needed. Is your university in the same position?

DR. NEVILLE: Mr. Chairman, I think we have the same reason for unfounded hopes that Principal Smith has.

THE CHAIRMAN: Thank you, Dean Neville.

COLONEL WEST: Mr. Chairman, in connection with the point which has just been raised, in going over the sheets yesterday with Professor Gray, it occurred to us that a number of laboratory technicians, and other laboratory people in chemistry, X-ray, and so on, might be very useful to some of the universities as laboratory employees. To what extent that is possible we, of course, do not know. But they have had some considerable experience, and it might be a field in which they might be found very useful.

THE CHAIRMAN: Have you considered that point, Dean Neville, or do you know of the qualifications of these men and women of whom Colonel West has spoken?

DR. NEVILLE: As a man whose early education was sadly neglected, I do not know anything about the scientific fields of which it would be worth while speaking. But I am flanked by two of our science men, Dean Hall and Dr. Dunn. Either one of them could answer that question.

THE CHAIRMAN: What about that, Dean Hall? There are in active service a great number of laboratory technicians, and they might be employable in this capacity.

DEAN HALL: I was going to mention that in my own remarks.

THE CHAIRMAN: Oh, you were. Now, another question about which I would like to ask the university is whether you, particularly in view of your situation, would be inclined to support the proposal for developing technical institutes?

DR. NEVILLE: Mr. Chairman, very definitely, yes. The whole thing came up for our review a couple of years ago upon petition to the senate to inaugurate a faculty of engineering.

We investigated the circumstances very thoroughly and we found that most of the urge came from Windsor. We found, upon canvassing the situation in Windsor, that the need there was not so much for engineers as for super-technicians and for that reason we have supported the proposal of the Department of Education in Toronto to establish in Windsor a two-year institute of some kind or other to take up that slack in Ford's and Chrysler's, and in the other big motor manufacturing companies down there.

THE CHAIRMAN: The Commission has recommended the establishment of such institutes with the hope that the universities would support it. The suggestion has been made that they might be left, so to speak, open at the top end, so that the instruction could be carried even to four years in the technical institutes. Have you anything

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to remark about that part of the proposal?

DEAN HALL: No, Mr. Chairman. I think that would be a proper question to be commented upon by the universities which already have faculties of engineering and applied science because it does not affect us -- except for possibly in the remote future -- it is not going to affect us.

THE CHAIRMAN: Thank you very much. I don't think that the other special questions affect the University of Western Ontario, do they?

LT/COL. WEST: I was just wondering if the University of Western Ontario was not interested in this question of the employment of radar personnel.

THE CHAIRMAN: I was going to ask them to speak about that, either Dean Neville or Dean Hall.

DEAN HALL: May I make one or two statements about our general situation, Mr. Chairman?

THE CHAIRMAN: All right, go ahead.

DEAN HALL: Mr. Chairman and members of the Commission: In considering the requirements and plans and so on for a faculty of medicine, I think one has to rearrange his mind slightly, because the education and training in that faculty is very different from that given in the Faculty of Arts and in the other professional faculties except, perhaps, in dentistry.

In arts, there are some 30 different courses being given, at the University of Toronto, leading to a degree. In engineering, there are some 7, 8 or 9 different options leading to the degree of Bachelor of Engineering. But in medicine, there is only one course leading to a degree; and in dentistry, as well.

So we have to consider the education of these lads and their training, from that one point of view. We have also to consider the technical personnel and the courses leading to diplomas, or the courses leading to the fulfilment of requirements of the various societies, and so forth, which are recognized as a technical field in Ontario.

Plans that we have at the present time are such that we cannot, in the first year of university offer any credits to people coming in from the armed services in the first year.

The course in the University of Western Ontario in medicine is the same, essentially, as that of Toronto. It will be inaugurated this September. Grade XIII of high school is necessary for admission to the Faculty of Arts. The average matriculant from high school is then required to have two years of an honour Arts course, which includes science.

After that, he goes into the faculty of medicine for 4 years and that immediately involves, or creates problems. The ex-service man who graduated from high school, 2, 3, 4, 5, or 6 years ago and has written basic subjects, comes into the faculty of arts and has to meet, in that first year, a standard course.

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Some of the collegiates and high schools in Ontario and throughout Canada do not provide courses in botany and biology. Some high schools give better courses in physics and chemistry than do others.

CERTIFICATE:

I hereby certify that the foregoing is a correct transcript of the evidence herein above recorded:

(Sgd.) R. A. WHITMAN
Official Reporter

APPENDIX "D"

(Transcript of Chancellor Gilmour's evidence)

DR. GILMOUR: I have listened this morning to the discussion and I can see four main divisions; first, admission of veterans, and any special advances for military credits; second, advisory counselling; third, the matter of instructional and maintenance staff, floor space and general equipment; and fourth, the matter of extra expense that is inevitable as soon as your student body is increased. Would you give me instructions as to where you would like me to begin first.

THE CHAIRMAN: I would say that from the comments from the statement which I read to your treasurer over the telephone that it would be necessary for one university - if it was to do justice to the ex-service men - to have considerable assistance in the way of providing equipment, buildings, and temporary staff.

DR. GILMOUR: Well, we have some figures in our pockets, but you are not interested in figures and we are not quite sure of them, sir. But the position, or the evidence in our case is very similar to that of the other institutions which you have already examined.

At the moment we are simply bursting for space with our present equipment and students and as soon as we add even a few additional students, it raises the question of added staff, particularly of added floor space.

In my own thinking, I have deliberately avoided thinking in terms of permanent buildings. That is not practical politics.

Fortunately we have on the campus a clear level spot to which sewage and water has already been extended. It should be the site of temporary buildings, and our need is definitely for classroom space for extra students. We also need rather floor space for drafting equipment because, while we have no engineering faculty and anticipate none, we do have a pre-engineering course where, I think, we are going to feel our biggest pressure. The space we are now using for drafting is inadequate in any case and must be preempted for physics and chemistry and geology.

I think the question has been raised of residence accommodation. Hamilton, since it is a crowded area, cannot promise that the boarding houses will be available and our own residences are more than filled. Nevertheless, there could be erected huts into which we could, I think, turn the civilians, because the returned veterans have had enough of huts. That is a fairly simple physical problem, but it immediately brings pressure on your dining room staff. We cannot double our dining room accommodation very easily. We shall have to increase our maintenance staff which backs up into all the others.

You have also asked about accommodation about married-students, and we have none. The only way to get it would be to take over wartime housing which is within fifteen minutes walk of the campus--and already taken up--or to put up temporary accommodation. That is very much like the pictures of everyone else, sir. It could easily be put in the form of a memorandum and forwarded to you; but I think we are particularly fortunate in having a place on the campus where that kind of production could be done with the utmost speed.

(APPENDIX "D")

THE CHAIRMAN: I do not think I would like you to prepare a memorandum at this stage because I am not sure whether this Commission would be called upon to deal with these matters in detail. I rather hope not. But what we do want to know is if this condition which you have referred to is general.

DR. GILMOUR: We could use more laboratory space and basic equipment. On the other hand, if we could free present laboratory space, we might be able to get through by doubling up the staff and using the equipment at night. I do not think that laboratory space and equipment could be constructed swiftly enough to solve our problem.

THE CHAIRMAN: Doubling up of staff means using each member for twice as long; is that the idea?

DR. GILMOUR: No. I could not even consider that. I don't want to bury any more staff members than I have put away in the last few years. But it does mean that if we would get hold of junior instructors, demonstrators, readers and so on, we could save our main strength for direction; but it is only if we can get some kind of junior staff, that an institution like my own would feel that it had any real duty in the matter, for we are a private institution and not in receipt of any government grant. Therefore we are without any specific duty to the state; so if we take steps, we should have a contract.

But I do think if we could get junior assistants -- and Dr. Burke has feelers out -- we can take care of this tremendous rush at the freshman level which is where I think the main trouble is going to be.

THE CHAIRMAN: There is nothing to prevent you undertaking such a contract at McMaster, is there?

DR. GILMOUR: No; that is entirely clear; but unless the contract is fairly definite, I would have no right and my governors would have no right to enter that field and simply over-strain our resources, which are already over-strained. But I think it is a fairly simple matter, once discussion gets going and the matter of staffs can be handled, in our case, by junior people.

THE CHAIRMAN: Yes, but just like a great many other things it might have been dealt with better a year and a half ago rather than now.

DR. GILMOUR: Very definitely.

DEAN HALL: Professor Gilmour brought up a very pertinent point which I think should be discussed further, a point in reference to the medical and other scientific personnel in Canada. So far labour exit permits have been very difficult to obtain with the result that these men could be kept in Canada rather than going to the United States. But I understand that shortly labour exit permits will be more easily obtainable, and I feel that unless some Commission such as this maintains pressure on the Department of Labour so that exit permits will not be granted to university staffs -- for personnel who may be of use to the university in their whole rehabilitation schemes-- then we are going to have a flood of our personnel who will be leaving Canada for the United States. I strongly support Chancellor Gilmour's statement.

DR. GILMOUR: He says Dean Hall has put it more clearly than I could. We do stand in need of something of the kind; otherwise, every good brain in our country will be stolen from us.

(APPENDIX "D")

THE CHAIRMAN: Chancellor Gilmour, one of your fellow chemists, Mr. Jackson, expressed the opinion at the Montebello conference that this was a point of first class importance to the whole future economic life of Canada. Would you agree to that?

DR. GILMOUR: It seems to me that it is, because I do not think that our government, or this Commission, would really be acting very sensibly, if it simply subsidized the export of brains -- if you are going to support the training of a whole lot of university men, only to have them slip across the border as soon as you have done with them. But if exit permits are to be easily available, every research man available will be offered \$5,000 more than he can get over here. Certain members of your staff, on the terms of employment, should receive substantial increases in salary. But the universities cannot pay these salaries. It is a most important point.

THE CHAIRMAN: Yes, it is a most important point.

DR. GILMOUR: I can speak on the matter of admission of veterans, military credit for technical courses, and so on.

THE CHAIRMAN: Yes.

DR. GILMOUR: I think we would agree entirely with Principal Smith's evaluation of technical courses, such as your Commission has been looking at. These will have to be left eventually for almost day by day decision, as the men present themselves. The material you have given us would be most valuable as a body of reference as well as the examination papers, if you could give them to us. But the decision can be made better, piece by piece. We had better just do that day by day and I do not anticipate that that is going to be the hardest part of our work; it does dovetail into the whole question of military credits, exusing them from undergraduate work because of active service.

Our scheme to date is purposely elastic and some of its terms were drawn up before the recent decision to admit service personnel with less than full senior matriculation. But our thinking along that line has not been so much to save the men's time as to ease the lead of ex-service personnel as they come in.

Our experience in the last war is that a man might come up with what would have been a full year's work for him, but not for other normal students. And we would rather reduce the quantity of his work than reduce the time of his course. So we have given a sort of drawing account, up to four courses, to be credited at the discretion of the Dean. So that with the man who might come in and have to take six courses his first year, we might say in view of your standing we will accept five courses as a full year's work for you.

If he does take six courses he does not get any extra time for it. I do not know whether the other universities are doing that or not, but we are facing up to it, and we think it is sensible.

The saving of time will come largely through his taking advantage of summer courses. At the moment, we cannot promise to enter men in January, because we haven't got the staff to do it.

He might take the second half of his year first, and then finish it in the summer course later. Unless we do get instructional staff, there is no use in letting men in at mid-year and thereby giving everybody bad attention instead of giving most people what would inevitably be meagre attention.

We are considering giving the B.A. degree in small letters for the next five years in order to distinguish it from the olden days.

(APPENDIX "D")

THE CHAIRMAN: You will be following the Navy in that for a short navigation course they use small letters and large letters for a longer one. But speaking from my own experience, I once tried to take advantage of a one-year credit at university. Before the year was over I decided that I would do better to spread that time over the three years.

DR. GILMOUR: We felt that a good student would not want to save himself too much time. We would have to have enough registrars for the system to take care of the cases that are obviously fit.

THE CHAIRMAN: I think that is a very generous sort of thing.

COMMISSIONER HERWIG: I think these fellows would want to save time if it was possible to do so.

DR. GILMOUR: They would save time through the summer courses.

COMMISSIONER HERWIG: Couldn't you speed up the courses?

DR. GILMOUR: Suppose a man takes five courses instead of six; we should say, that is fine, that is a normal year's work. We do not say you have done five and have earned an extra credit. However, we are not quite through with that and we are just playing with the idea. It reminds me of one of Father Knox's books in which he finishes his introduction by saying that it may be of interest to read this book. By September, we may be able to give you more light.

COMMISSIONER HERWIG: I was thinking of some of the courses given in the Navy. I presume they work the lads pretty hard, but they have made good use of their time, and I wonder if it would apply to some of these lads in the university?

DR. GILMOUR: That might be possible, sir, in courses of the technical type. But basically we are an institution of arts and pure science, and it is there that we feel above all the question of academic leisure counts, and we rather resent the fact that it seems to be the B.A. degree which is to be sacrificed on the altar of patriotism, whereas the engineering degree is to be kept up in the interests of utility. As I say, we are open to conviction on that point.

THE CHAIRMAN: Chancellor Gilmour, I have another question: would you, in the case of these service personnel, be inclined to excuse the requirements of French, or a foreign language, if you have got such requirements in your senior matriculation?

DR. GILMOUR: We talked it over, and we are convinced that if a man comes in stale to a course, it would not be in his interest to require of him, say, first year French, if his high school French is four years old. But we are prepared to let that man have a beginning language, so that at the present time he has a fighting chance to get a good mark and to enjoy it. But we are not prepared to say that you don't need a single foreign language. Time was when there were two languages required. Now it is one. I noticed in a recent Harvard release that they go to the extent of your question and slough off the foreign language altogether; but we are not ready for it yet.

CERTIFICATE:

I hereby certify that the foregoing is a correct transcript of the evidence herein above recorded.

(Sgd.) R. A. WHITMAN
Official Reporter.

APPENDIX "E"

(Transcript of part of A.M. Porter's evidence)

.. . . . As to numbers this year, we shall have all that it is physically possible for the College to accommodate. We know now that within a week or a month at most we will have accepted every student which it is possible to accept in the first year. In addition to that, of course, we have a number of men returning who have been interrupted in their second, third or fourth year work -- there will be approximately one hundred and fifty of them that may be accepted in the first year, and that will tax every capacity of the College involving the necessity of additional instructors; including, as was mentioned this morning additional cost for administration. In some cases with the lecturers, demonstrators and lab assistants available we cannot accommodate that number of men. That presents a situation which is physically impossible. Then again, looking at the question of laboratory facilities, our greatest difficulty will be in providing proper instruction. In order for us properly to instruct these men we must have more laboratory space for such departments as botany, entomology, chemistry and bacteriology. Our facilities are taxed to capacity now and we do not feel that adequate instruction can be given now under present circumstances. That, of course, Mr. Chairman, is just a repetition of the picture given to you this morning. That means additional funds.

.. . . .

THE CHAIRMAN: I have one question I would like to ask you right off; (and I am not going to limit this to the Province of Ontario), you are acquainted with agricultural education throughout Canada; do you consider that there are sufficient facilities in Canada for the vocational agricultural courses which can be given to returned personnel?

MR. PORTER: I most certainly do not, sir; I do not believe that has been extended to the extent to which it can be, and it must be done,

THE CHAIRMAN: Would you suggest (and in this we have to step very carefully because being a Federal Commission we cannot say much about Provincial affairs), but would you suggest that we should discuss this matter with the other Provinces which we are going to meet to see whether there is any general feeling such as you express?

MR. PORTER: Yes I would indeed, sir; because I think you will find that the opinion is fairly general in that respect; that is as to the need for additional facilities. Many men cannot go to an Agricultural College.

CERTIFICATE:

I hereby certify that the foregoing is a correct transcript of the evidence herein above recorded.

(Sgd.)

R.A. WHITMAN
Official Reporter.

RECOMMENDATION NO. 25

UNIVERSITY CREDIT FOR SERVICE COURSES
PROVISION OF EXAMINATION PAPERS

During its hearings at Toronto the Commission presented to Ontario Universities a group of courses which we felt might well be awarded a certain degree of credit by those institutions.

Those Universities jointly and severally informed us that while they could not guarantee any definite credit at this moment they would be quite prepared to consider each case where a student applied for credit on the basis of such courses.

To do this effectively however they stated that they would require not only the syllabus sheets as presented by us (see appendices 1, 2 and 3 to Interim Report No. 1) but also typical examination papers for each course.

Each of the institutions considered this of the utmost importance and indeed President Designate Smith of the University of Toronto stated that in his view this arrangement proposed would alone justify the creations of the Commission.

The Commission recommends strongly that such examination papers be furnished to the Commission for forwarding to the Universities even though in some cases they should be transmitted to the Universities under a pledge of secrecy. A list of the courses to which reference is made is attached.

SERVICE COURSES FOR WHICH TYPICAL EXAMINATION PAPERS ARE
REQUIRED IN ORDER THAT THE UNIVERSITIES MAY EVALUATE
THE COURSES WITH RESPECT TO POSSIBLE ACADEMIC
CREDIT

NAVY

N-78 & 78(a)	Navigation (N) Course
N-156	Sick Berth Attendant - Laboratory Technician
N-155	Sick Berth Attendant - X-ray Technician
N-158	Sick Berth Attendant - Operating Room Assistant
N-157	Sick Berth Attendant - Assistant Physiotherapist
N-45	Radio Artificer
N-46	" "
N-47	" "
N-48	" "
N-49	" "
N-60	Specialist Radar Officer
N-61	" " "
N-62	Electrical (R) Officer
N-63	" "
N-91	N.S.T.C. Electrical Course
N-89	University of Alta. Electrical Course
N-210-217	Higher Education Test
N-167	Post Graduate Course for Aero Engineer
N-76	Anti-Submarine Artificer
N-175	Air Radio Officer
N-191	Sick Berth Attendant W.R.C.N.S.
N-82	Torpedo Gunner's Mate.

(Attachment to Recommendation No.28)

SERVICE COURSES FOR WHICH TYPICAL EXAMINATION PAPERS ARE
REQUIRED IN ORDER THAT THE UNIVERSITIES MAY EVALUATE
THE COURSES WITH RESPECT TO POSSIBLE ACADEMIC CREDIT

AIR FORCE

AF-87	Radiographer
AF-88	Laboratory Assistant
AF-90	Technical Assistant (Medical)
AF-83	Photographer
AF-35	Wireless Mechanic
AF-36	Radar Mechanic (Air)
AF-37	Radar Mechanic (Ground)
AF-39	Signals Officer (Communication)
AF-26	Signals Cypher Officer
AF-40	Signals Officer (General)
AF-38	Radar Officer
AF-111	Navigation Instructor
AF-81	Aero Engineer Officer
AF-24	Armourer
AF-105	Meteorological Observer.
AF-86	Hospital Assistant

(ATTACHMENT TO RECOMMENDATION No.25)

SERVICE COURSES FOR WHICH TYPICAL EXAMINATION PAPERS ARE
REQUIRED IN ORDER THAT THE UNIVERSITIES MAY EVALUATE
THE COURSES WITH RESPECT TO POSSIBLE ACADEMIC CREDIT

ARMY

A-175	Radiographer (Male and C.W.A.O.)
A-167	Laboratory Technician (Male and C.W.A.O.)
A-83	Armament Artificer (Radar)
A-84	" " (Wireless)
A-86	Electrician (Radar)
A-99	Operator (Radar)
A-105	Technical Supervisor (Radio)
A-106	Telecommunication Mechanic (Field)
A-46	Armament Artificer (Mat.)
A-87	Electrician Signal
A-77	" " (Electrical)
A-140	Surveyor (Engineer)
A-142	Surveyor (Topographical) "A" & "B"
A-142(a)	" " "C"
A-134	Photogrammetrist
A-141	Surveyor R.C.A. "A"
A-141(a)	Surveyor R.C.A. "B" and "C"
A-170	Nursing Orderly (Male and C.W.A.O.)
A-110	Chemical Technician "A"
A-110(a)	" " "B" and "C"
A-113	Operator (Chemical Plant)-"A"
A-113(a)	" " "B" and "C"
A-106(a)	Telecom. Mech L of C
A-106(b)	" " H.A.A., L.A.A., S-L., Cst. Arty.
A-124	Draftsman - Arch. & Engineering
A-128	" - Mechanical
A-130	" - Topographical

RECOMMENDATION NO. 26

(SENIOR MATRICULATION)

The Commission has heard with interest and attention the evidence of a number of officers dealing with the educational and other qualifications of high grade technical personnel. The Commission has noted that in many respects this group of men and women has almost reached what is officially described as Senior Matriculation Standard.

The Commission recommends that instructions be issued by the Ministries concerned that in the case of all such personnel, facilities be provided forthwith, through the use of the Canadian Legion Textbooklets, by correspondence and in classes, for the acquisition of complete matriculation standings; and that every effort be made to induce suitable personnel likely to benefit from further educational training to complete the matriculation requirements without delay.

RECOMMENDATION NO. 27

UNIVERSITY OF BRITISH COLUMBIA

1. In its interim recommendation on No. 24 the Commission suggested the immediate setting up of a special committee or commission to study the needs of universities in connection with the training to be given this year and in successive years to ex-service personnel. It was also recommended that this matter be given the highest priority.
2. One reason for the recommendation was that it was made clear to the Commission in Toronto,
 - (a) that the additional expenditure involved would be caused by
 - (i) the need for additional staff, laboratory equipment, light, heat, power and caretaker costs;
 - (ii) additional building space required;
 - (b) that the cost per student of the items under (a) (i) would be larger in the case of smaller institutions. (A special study made at Queen's University, reported subsequently to the session at which he testified, by Dr. J. A. Gray, states the cost under these heads as \$161 per student per annum; no other definite figures have been furnished.)
 - (c) that the items under (a) (ii) would vary considerably in different institutions.
3. The Commission has been informed at Toronto and Vancouver that an application was made to the Government by a Committee of the Universities Conference for federal aid but that the application only covered the expenditures shown under (a) (i) above. It is understood that a grant of \$150 per student per annum has now been promised but this in no way provides for the absolutely essential expenditures to be made under (a) (ii) above with which the Commission hoped the proposed new Commission or Committee would deal.
4. A situation has now arisen in a particular case which is of such urgency that the Commission has examined the matter on the spot. Testimony was offered during all the sessions of the Commission in British Columbia indicating that the influx from the services into that province would be at least double the enlistments and that in addition a large number of people who had entered British Columbia as war workers intended to remain there. In view of this it is the belief of all with whom the Commission and its members discussed the matter, publicly and privately, that the population of the university would also largely increase. Moreover, it seems likely that many students will be married.

At a sitting of the Commission held at the University of British Columbia on July 6th, the President and the university representatives stated that it would be impossible to accommodate all the returned service personnel already registered at the University of British Columbia without additional laboratory and lecture room space. The President pointed out that the present buildings were already taxed beyond their efficiency by the enrollment of 3058 students during the 1944-45 session. With the large influx of returned personnel, the registration for the coming session may exceed 4000. The President stated that the provincial government had undertaken to provide additional buildings to take care of the normal growth of the institution but that it would seem to be the responsibility of the federal government to provide for the large temporary increase due to the operation of P.C. 5210. Furthermore, even if high priorities were authorized, it would be impossible at this late date to provide new construction to meet the emergency.

At the same sitting the Commission considered the present housing emergency in Vancouver and its effect upon returned service personnel planning to take university training. The university representatives pointed out that there were two army camps located on the University Endowment Lands and adjoining the campus. One of these camps, the "Forestry Camp" has already been made available to the University. The other, the Point Grey Fort, although being used by the army at present, may not be required except for a small guard, after September 1st. The "Forestry Camp" if properly fitted up, could accommodate seventy-five students and the

Point Grey Fort approximately 125 students.

As a result of the foregoing and of consultation with the University authorities,

The Commission recommends,-

1. (a) That the Federal Government make available to the University fourteen Army huts from the former A.A. Camp on Chancellor Boulevard. (These huts are not being used at present.)
 - (b) That the Army engineers be used to move the huts to the university campus, and fit them for use.
 - (c) That, failing (b) above, the federal government provide the necessary funds to move the huts and fit them for use, top priority being granted for this work.
 - (d) That the huts be considered as on loan to the university and under the sole control of the university while on the university grounds.
 - (e) That water, light, heat and power facilities be carried out by Army personnel, or if they are not available then by the university with provision of top authority.
 - (f) That when the huts are no longer required by reason of the education at the university of ex-service personnel, they be removed by the federal government and the ground on which they are placed restored completely to its former condition including the effacing of pathways by, or at the cost of, the federal government.
2. (a) That all or part of the Point Grey Fort be similarly loaned to the University to be used as living accommodation for ex-service personnel attending the university.
 - (b) That the federal government provide the necessary funds to recondition the Forestry Camp and the Point Grey Fort for use as living accommodation for ex-service personnel taking university training, all material for construction being given top priority.
(It should be added that both these camps are at the university site and are too far from the city of Vancouver to be very useful as living accommodation for residents working in the city.)
 - (c) While the buildings mentioned are thus on loan to the university they should be under the sole control of the university.
3. While the above-mentioned buildings are on loan to the university, the university should furnish from the funds provided under (2) (a) (1) above, or from other sources, all light, heat, power, water, fire protection and janitor service, but should not be responsible for deterioration.
 4. That a contract be entered into forthwith covering the above points and the work completed before September first.

RECOMMENDATION NO. 28

URGENCY OF AID TO UNIVERSITIES

In its Interim Recommendation No. 24 the Commission proposed the immediate appointment of a Commission or Committee to examine the needs of universities.

The special case of the University of British Columbia has been dealt with in Interim Recommendation No. 27.

The Committee believes that the same situation exists in many other institutions and again urges the necessity of immediate action.

RECOMMENDATION NO. 29

BRITISH COLUMBIA APPRENTICESHIP TRAINING SCHOOL

During its sessions at Vancouver the Commission learned that an apprenticeship school for the training of ex-service personnel is being operated under the Regional Director of Canadian Vocational Training who is also Director of Technical Training for the Province of British Columbia.

That the work of this school is at present being carried on at the Vancouver Technical School.

That the Vancouver School Board has notified the Regional Director, Canadian Vocational Training, to vacate at once the Technical School space so occupied.

That the Army Japanese Language School occupies buildings in the grounds of the Technical School.

The Regional Director C.V.T. informed the Commission that the buildings so occupied by the Japanese Language School would be most suitable for his use and that he had made application to the Army for them, but that so far no action had been taken.

The Commission was also informed that plenty of space is available in southern British Columbia which would be equally suitable for the Japanese Language School.

The Commission recommends that for the benefit of returning members of the Services requiring apprenticeship training the request of the Regional Director, Canadian Vocational Training, be granted and the Japanese Language School located elsewhere.

RECOMMENDATION NO. 30

(Salaries of instructors and Control of Labour Exit Permits)

During its sessions the Commission has heard frequent expressions of great apprehension that the higher scales of salary in the United States will inevitably attract teachers of all types, University and technical school instructors in particular, and that it will thus become impossible to carry on the program of training in the universities and in apprenticeship and other technical schools with any measure of efficiency.

The Commission directs attention to the fact that employment in this work which will continue for the rehabilitation period only, is precarious since there is no guarantee that those undertaking it can all be retained in the teaching profession when the emergency is over.

The Commission recommends:

- (1) that arrangements be made to implement the salaries of teachers and instructors so employed so that they will be comparable with the sums paid in neighbouring areas of the United States.
- (2) that the control of Labour Exit Permits should be retained for this class of personnel until the emergency period is over.

RECOMMENDATION NO. 31

ASSISTANCE TO STUDENTS

During its sessions at Edmonton the Commission was informed that ex-service students directed by officials of D.V.A. to the Provincial Institute of Technology and Art at Calgary were only assisted for a period of fifty-two weeks whereas had they been directed to a university they might have been assisted for a period of four academic years.

The Commission considers that many students now aiming at engineering courses would be more suitable for work in Technical Institutes and with this in mind has submitted Interim Recommendation No. 31.

The Commission does not believe that any handicap should be placed on students so directed to technical institutes and feels that the action taken with regard to the Calgary Institute constitutes such a handicap.

The Commission recommends:

That ex-service personnel attending technical institutes receive the same assistance throughout the whole course offered by such institutes as if they were attending a university.

RECOMMENDATION NO-32

(Assistance to Teachers Desiring Further Training)

In British Columbia it was drawn to the attention of the liaison officers that teachers, returning from war service, find great difficulty in procuring Department of Veterans' Affairs authority to enable them to proceed to university undergraduate and post graduate degrees under the terms of P. C. O. 5210. The chief reason advanced by D. V. A. officers, we were informed, was that teachers already have certificates and licenses to teach and that B. Ed., M. Ed., M.A. and higher degrees are not considered necessary for their rehabilitation.

Enquiry was made of Department of Education officials in Alberta to ascertain if a similar condition exists in that province. While some candidates experienced no difficulty, one case was reported from Calgary where a test case had to be made of the teacher's right to further training, with the teacher receiving the verdict.

Similar cases, still to be investigated, have been reported by the President of the Saskatchewan Teachers' Society.

The attention of the Commission is drawn to the following excerpt from a mimeographed circular, headed, POST-DISCHARGE TRAINING OPPORTUNITIES FOR TEACHERS, dated Ottawa, December 7th, 1944 and issued by the Department of Veterans' Affairs:-

"Former Teachers.

Former teachers who were proceeding to or were about to proceed to university degrees at the time of their enlistment may, upon discharge, enter full-time university training in either the regular sessions or Summer sessions with a view to improving their professional status.

Teachers who wish to take advantage of 'refresher' or 'brush-up' courses, which may be sponsored by the provincial Departments of Education, will be eligible for assistance.

Post-Graduate Courses

By this is meant courses leading to higher degrees, for example - M.A., Ph.D., D.Paed.

Discharged teachers whose post-graduate training was interrupted by enlistment are eligible for assistance in resuming post-graduate training; and persons who were 'about to enter' post-graduate training at the time of enlistment are eligible for assistance."

WHEREAS these provisions are quite definite and are not conditioned by the subjective opinion of a counsellor as to whether a teacher requires a degree in order to be rehabilitated and

WHEREAS teachers, as a body, have normally participated in post-graduate summer school studies to a greater extent than other professional bodies,

The Commission recommends that the Minister of Labour draw to the attention of the Minister of Veterans' Affairs the desirability of promulgating very definite instructions to D.V.A. counsellors on this point in order that uniformity of policy be maintained which will enable service personnel to improve their professional status as teachers in accordance with the spirit of the Dominion Government's rehabilitation programme.

RECOMMENDATION NO. 33

PROPOSED AMENDMENT TO REESTABLISHMENT CREDIT REGULATIONS FOR BENEFIT OF APPRENTICES

In its hearings at Edmonton the Commission was apprised of the provincial statute 1944, chapter 10, an Act respecting the Training of Apprentices.

Section 23 of the said Act reads as follows:-

"The Minister, with the approval of the Lieutenant Governor in Council, may enter into an agreement with the Minister of Labour of Canada, relating to apprenticeship training which that Minister is authorized to make with a Province pursuant to The Vocational Training Co-ordination Act, 1942, and Orders in Council made thereunder."

It was pointed out to the Commission by Mr. D. E. Mould, Superintendent of Rehabilitation for "R" District, D.V.A., that -

"Today any veteran who proceeds with training has the cost of that training deducted from his reestablishment credits, while on the other hand a civilian can also receive training but the Provincial Government will pay 50% of the cost of same and the Dominion Government pays the other 50%. I should like to suggest, Mr. Chairman, that the members of your Commission might study the relationship of Benefit No. 2, which covers training and education, to the reestablishment credits of our veterans."

It appears that there is no alternative to the present ruling that the cost of their training to a veteran be deducted from his reestablishment credit owing to the terms of sec. 10 of P. O. 165, The Reestablishment Credit Regulations, Jan. 18, 1945. The section reads as follows:

"All or any part of the credit established in favour of any member may be made available to him or on his behalf upon his application therefor in writing, which application shall include:-

- (a) an election not to take benefits under The Veterans' Land Act, 1942, or any educational, vocational or technical training benefits which are provided under the Post-discharge Re-establishment Order;

....."

The Commission considers that this provision handicaps the veteran as compared with other civilians in the same province in provinces where apprenticeship acts exist and where a similar agreement has been entered into under the Vocational Training Co-ordination Act, 1942.

The Commission believes that in such provinces the veteran should be placed on the same footing as the civilian. While this would still leave the veterans in provinces where apprenticeship acts and agreements with the Federal Government do not exist in a less favourable position the government of such provinces can easily remedy the situation by passing such acts and making such agreements.

The Commission, moreover, has heard many representations to the effect that veterans in training should in all cases be apprentices under an act, and is convinced that such representations are well founded.

The Commission recommends:-

That Section 10 of P. O. 165, January 18, 1945 be amended by amending subsection (a) to read as follows:

"an election not to take benefits under The Veterans' Land Act, 1942, or any educational vocational or technical training benefits which are provided under the Post-Discharge Re-establishment Order, provided that contributions made to the cost of training under an apprenticeship plan where provinces also contribute be not considered as benefits for this purpose."

RECOMMENDATION NO. 34

PROVINCIAL INSTITUTE OF TECHNOLOGY AND ART, CALGARY PREPARATION FOR CLASSES
FOR EX-SERVICE PERSONNEL

1. At its session in Edmonton the Commission heard representations from institutions in Alberta which are in a parallel position to the University of British Columbia concerning which a special proposal was made as Interim Recommendation No. 27. Paragraphs 1, 2 and 3 of the said Interim Recommendation No. 27 apply equally in the cases of the University of Alberta and the Provincial Institute of Technology and Art at Calgary. The present recommendation concerns the latter Institute only.

2. Early in the war the premises of this Provincial Institute were taken over by the Royal Canadian Air Force for No. 2 Wireless School and a number of temporary buildings were erected adjacent to the existing main buildings.

3. The Commission, after hearing of adequate evidence, considers that the Calgary Technical Institute should constitute one of the Institutes, the establishment of which was recommended in Interim Recommendation 3A. It seems possible, although further investigations are yet to be made, that such an organization could serve the provinces of Alberta, Saskatchewan, and Manitoba. Even were this not done it is still essential that the Institute be restored and reconditioned without delay as it is already apparent that more students are requesting registration in Applied Science at the University of Alberta than there is room for. It is moreover apparent that a number of such applicants would be more suitable for work at a Technical School than for work at a University.

THE COMMISSION RECOMMENDS:

That the following permanent buildings be renovated and returned to provincial control immediately:

1. Main Building (23)
2. Shops Building (22)
3. Power House (21)

That the following temporary buildings be made available for rehabilitation work:

1. Drill Hall (2)
2. Spotlight Trainer (15)
3. M. T. Workshop (28)
4. W. & B. Workshop (27)
5. Large Canteen (16 & 17)
6. N.C.O's Quarters (6)
7. N.C.O's Mess (10)
8. Other Ranks' Quarters (10 & 13)
9. Dental Clinic (19)

That while the buildings mentioned are thus on loan to the Provincial Institute they should be under the sole control of the Provincial Institute.

That when the huts are no longer required by reason of the education at the Provincial Institute of ex-service personnel they be removed by the federal government and the ground on which they are placed restored completely to its former condition including the effacing of pathways by, or at the cost of, the federal government.

That while the above-mentioned buildings are on loan to the Provincial Institute the Provincial Institute should furnish from the funds provided under (2) (a) (1) of Interim Recommendation No. 27, or from other sources, all light, heat, power, water, fire protection and janitor service, but should not be responsible for deterioration.

That a contract be entered into forthwith covering the above points and the work completed before Sept. 1st.

NOTE: The temporary buildings now in use by D. V. A. and Department of Labour could continue to be so used.

They are:

- By D.V.A. - Hospital (3)
Officers' Quarters (4)
Officers' Mess (5)
Fire Hall (31)

By C.V.T. - Other Ranks' Quarters (11 & 12)

RECOMMENDATION NO. 35,

RADAR INDUSTRY II

1. The Commission has received and considered a letter from Mr. G. K. Sheils, Deputy Minister of Munitions and Supply, written to Mr. A. MacNamara, Deputy Minister of Labour, dealing with the Interim Recommendation No. 18 entitled Radar Industry and reading as follows:

"This will acknowledge your letter of June 29, enclosing copy of Recommendation No. 18 of the Royal Commission on Veterans' Qualifications.

This Department is entirely in sympathy with the Royal Commission in its desire to see employment opportunities provided for veterans who have acquired certain skills in connection with the manufacture of radar and radio equipment during their service in the Armed Forces. We do not, however, consider that it would be in the best interests of Canadian Industry in general and of this category of veterans in particular, if an attempt were to be made to continue Research Enterprises Limited as a Crown Company in the Post-war period. On the contrary, we feel that this Company should be dealt with in the same manner as other Crown Companies created for the production of war material and that the government should not seek to maintain itself in the production field in competition with private enterprise after the war has been brought to a successful conclusion. We are however endeavouring, and with considerable hope of success, to dispose of the Research Enterprises Limited plant and equipment to a private corporation and I think I can safely say that if we are able to consummate this sale the chances of employment for veterans and others with some knowledge of the manufacture of radar and radio equipment will be considerably better than if the Enterprise had been continued as a Crown Company in competition with private enterprise.

Trusting the above will assist you in replying to the Royal Commission on Veterans' Qualifications and with kindest personal regards."

2. The Commission in making Recommendation No. 18 had in mind Recommendation No. 9 in which it is pointed out that in order

- (a) to provide employment for which they are fitted for a large number of service men and women who are highly skilled in radar techniques and,
- (b) to modernize Canadian provision for safety of life at sea and in the air,

the Federal Government requires radar facilities on a larger and more modern scale than has existed during the war.

3. The University authorities who have so far been consulted by the Commission have agreed with the Commission's proposals and have further stated their view that radar research should be carried on under the auspices of the National Research Council and with the staff of Research Enterprises Limited.

4. The Federal Government in order to carry out the objectives above indicated will require all the radar equipment which can be produced in Canada for several years. Therefore, while the Commission would neither wish nor venture to criticize the policy of the Federal Government as expressed by the Deputy Minister of Munitions and Supply, it does not appear at once that the policy is applicable in this case.

5. If, however, the policy is decided to be so applicable and the Federal Government wishes to purchase from private owners, thus allowing them to provide employment and to make a profit,

The Commission recommends;

That in any contract turning over the Radar plant to private purchasers such purchasers be bound,

- (a) To disclose the results of all research to the Federal Government;
- (b) To manufacture all apparatus and all parts of apparatus in Canada;
- (c) To sell only to the Federal Government or its nominees, e.g., shipping and airline companies, until all Radar equipment which it or they may consider necessary or desirable for the protection of life at sea and in the air has been provided;

~~(d) To provide employment for veterans and others with some knowledge of the manufacture of radar and radio equipment~~

RECOMMENDATION NO. 36

UNIVERSITY OF ALBERTA

1. The Commission during its sessions at Edmonton heard the testimony of President Newton of the University of Alberta, a copy of which is attached.
2. Of the three suggestions made by President Newton for the provision of necessary accommodation the third, namely the provision of huts constructed for the Armed Services, appears the best.

The Commission recommends:

That steps be taken at once to furnish accommodation at the University of Alberta sufficient to provide for the needs of the University during the emergency period on the same terms and conditions as have been suggested in the case of the University of British Columbia.

Edmonton, July 12, 1945.

PRESIDENT NEWTON: Colonel Bovoy, Members of the Commission, and gentlemen: first I should say that we are very pleased indeed to have you here this morning. I did not know that you were coming to the university; I thought you were meeting in the city and that our witnesses would have to go to see you; but perhaps it is a good thing once in a while to bring them out on a holiday.

We are very glad to have you here. We appreciate your interest and there are plenty of things I am sure on which you can help us. We have a number of the members of the staff here and others who will be coming in later on. I am sorry for one important omission, namely Professor D. H. Strickland, who was appointed some time ago Director of Rehabilitation courses. He has been working pretty hard on plans for those courses and I think he actually slipped out of town a few days ago to get a few days well-earned rest and recuperation as he has been working incessantly; but he has left a report to which I may make one or two references later on.

But on the important matter of credits which I know is your principal theme of reference I shall make no detailed comments because they can best be made by the deans and the rectors of our various faculties and schools, who will be available; but I should like to make this one general statement; it is our desire and intention to give every student veteran full credit for all the knowledge that he possesses that is of related validity as a part of a university course. Experience after the last war, with which I had a share -- and I was teaching in this university largely professional groups -- was that we found that it was no kindness to allow a man to come in who was not adequately prepared, or to push him through without complete preparation in his training for his life's work. We were a little bit too easy in these cases and some of those men came back at us afterward and said; You should not have done it because you can see what has happened to us now. We do not want to make that mistake again. We do, on the other hand, want to give all possible credit for the time these men have usefully spent in gaining knowledge and skills while they were in the services.

But I think our most useful contribution to your sittings would be on the question of accommodation dealt with in British Columbia; and, of course, the related question of finance. May I say that I was actually a member of a delegation that went to see Hon. Ian Mackenzie last February about getting extra help. It had mystified us considerably that the dominion government should have felt it had done its duty when we obtained the fees, for it is common knowledge to everybody that the fees pay less than half the cost of operating a university, much less than half the cost; and, of course, the argument had been advanced to us at various times that they were our students who in normal times would be taken by us without question and without expecting to get any help from outside. That is quite true, but we did not expect them to come in such large numbers in one or two years. That is why we are faced with the problem of staff, of accommodation and of equipment trying to cope with these extraordinary large numbers that will want to come in within the next two or three years. And, since that is really a part of the rehabilitation problem, we took the stand that the dominion government was in duty bound to take their share; and, as you have said, I think they are considering favourably doing that with respect to special subventions per student per session. But there still remains this question of accommodation; that extra subvention just referred to should help us pay staff salaries and so on; it does not solve the problem of getting extra building and-or extra equipment.

A large number of these people want to take engineering, perhaps too many of them for their own good; nevertheless, as they seem to be fully qualified for that branch of learning and with respect to those who are fully trained and prepared, I do not see how we can very well refuse to take them in and give to them the kind of education they want. That means expense in connection with laboratory equipment and accommodation. On the question of accommodation we had a fairly well defined plan here for a number of years which we had been building upon and we had combined in that plan for taking care of or starting an overflow branch of the university in Calgary, making use of those extra buildings at No.2 Wireless School and in connection with the building there of the Institute of Technology and Art, and the Normal School. However,

when we came to bat on the matter of estimates with our provincial government, they apparently came to the conclusion that it was going to be too expensive and it was asking of the provincial government more than a fair share of the rehabilitation cost. I am glad to hear you say, Mr. Chairman, that it is likely that these buildings will be used for temporary purposes, and that is our main concern. We should not like to see the development of a high school project, much as high school accommodation may be required in Calgary as elsewhere when they are so closely associated with educational institutions which might become centres of a splendid movement to accommodate and train these returned veterans.

THE CHAIRMAN: Might I just at that point -- if you don't mind my speaking just for a moment, Mr. President.

PRESIDENT NEWTON: Certainly.

THE CHAIRMAN: We have asked that these buildings be turned over to the Institute of Technology and Art which we hope will have a large number of students who will be better off there than in engineering; and the Premier, to whom I spoke yesterday about the matter, has undertaken to support that recommendation. I just thought I should let you know that.

PRESIDENT NEWTON: Thank you. That is the first string to our bow. The second string to our bow is that we have been trying lately to arrange to use what has been a high school, a frame building on 112th street comprising twelve rooms, with two extra. That is just opposite the University Hospital. That is a building belonging to the Public School Board of Edmonton and we have been using it under a cooperative arrangement with them as a work-out school for high school teachers in training. Now with the departure of a number of them for I.T.S. to Normal School -- they will take over the old Normal School building in Calgary -- they now become part of our education and the Normal School building here in Edmonton becomes available to us. The Faculty of Education, excluding the elimination of night practice schools which were there before will move back presumably this fall, and we have found by careful planning that we can also accommodate the high school practice part; and we made a proposal to the School Board of the city of Edmonton that we would move those people over; but our education building is itself needed -- it used to be called the Normal School -- giving them better accommodation than they now have, and without any additional expense to the School Board, provided that we were left with that frame building at our disposal during the rehabilitation period. They have not given unqualified assent to this as yet and here, I think, a little unfairly stipulated that if we do take it over we must be responsible for the whole of the expense of maintaining it when after all the fact of the matter is that without adding a dollar to their present budget we have offered to give better accommodation than they have at present, and we merely asked that they continue to maintain that old building during this rehabilitation rush. They might yet agree to that, but we have no way of forcing them to do it; if they insist on our bearing the whole of the cost of the project then we have no way of financing it and then I think that becomes a matter on which we shall have to turn to you and the federal government authorities and say: Here is a building available if funds can be found to help us. That is our third string.

The first string, of course, disappeared with the response on the Calgary project, but the second one I think is still a possibility.

Then we have in Professor Strickland's report the same kind of recommendation that you evidently received from the University of British Columbia; that a number of Army huts of suitable kind and quality should be moved to the university campus. As you know very well there are hundreds of huts around Edmonton, many of which are probably still in use for various military purposes, but a lot of which are going out of use for war purposes, and it should be very easily possible to select suitable ones, and we have the very site for them which could not be used permanently obviously but might be used for two or three years at least at the site Professor Strickland has proposed, the parade ground which was used by the R.C.A.F. while here and which will stand as a long time project of course having been intended for use as a parade ground for the C.O.T.C., and naval and air training units. But we could do without it for that purpose for a little while in order to put up those huts at a place where engineering services such as water, sewage, and gas for heating are definitely available.

But there again is a matter of somebody agreeing to move them and put them in place for us; and the logical suggestion is that it should be the Army who should do that; and someone will have to bear the cost of cleaning them and maintaining them, because it all costs money; and although we are quite willing to make our money go as far as it will, including subventions of the dominion government, such amount as they agree to give on behalf of each student; even that will not be sufficient to finance a project such as I have just outlined.

The question of equipment also looms large and we had hoped that during the war we would have been able to get what we needed from the War Assets Allocation Committee. It has proven unexpectedly difficult to get material from that organization and we have not had much success so far; in fact no success practically speaking. We have gotten a few things by purchase from the War Assets Corporation, but even there it is tremendously difficult and complicated. The War Assets Corporation seems, undoubtedly with full justification, to regard itself as an ordinary business corporation wanting to sell its material to the highest bidder. Now, the universities just have not got the money to outbid against the highest bidder on equipment of that kind; and if we cannot get the equipment by gift or on some very favourable terms then it is just "out" as far as we are concerned. So that, I think, is a point on which your Commission can very well help the universities.

THE CHAIRMAN: Might I ask you a question on that. We have been given to understand that equipment was supposed to be included in that \$150,000 grant. We have been told so elsewhere; can you give us any further light on that point?

PRESIDENT NEWTON: Well, sir, I could give you our own figures. We had a survey made of university affairs in 1941 and 1942 (I think it was) and at that time we had chartered accountants study our books and see where all the costs were arising. We found that after eliminating such things as experiment stations -- I refer to the agricultural experiment stations which might appear to have been ours -- the cost of that faculty -- and we also eliminated the cost of the extension services and things like that; and we still were short an average of \$170 per student throughout the whole of the university over and above features that were paying themselves for current maintenance, nothing to do with capital at all. Now, replacements of equipment were not, laboratory supplies such as breakable glassware, chemicals, and so on, came out of current cost; so \$170 includes those items, but that figure did not cover the original capital cost of the new equipment for the laboratories -- major items such as big machines or microscopes or equipment incidental to botany, zoology, or medicine or bacteriology, as might be required, or even bunsen burners, ring stands, and things of that sort required in chemistry. Those came in the first place out of capital, but replacements come out of current. So you can see, I think, from figures that \$170 per student per session is not going to be sufficient to cover the cost of additional equipment; that is, probably not now. We have no experience, as to what happens to our costs when we get a sudden influx of students like this; and perhaps within a fair time that overhead will go down as numbers go up and that the \$170 may be adequate. We are prepared to take that stand at the moment and will go so far as to express the hope that will happen. If that does not happen we will still be broke.

THE CHAIRMAN: That was the evidence that we had in Ontario, that the smaller institutions would have the higher costs.

PRESIDENT NEWTON: Yes.

THE CHAIRMAN: So that from that point of view it would hardly be adequate to give \$150 to every institution in the country; some would not need quite so much, while some would need a little more.

PRESIDENT NEWTON: There is another point there, of course, that if you look at the fees of the various institutions you will find that those are very much different in some privately endowed institutions such as in Montreal, they are very much higher there than in a state university and they are very much lower in the western universities than in the eastern universities.

THE CHAIRMAN: Oh, yes.

PRESIDENT NEWTON: And it is reasonable to assume that universities having

higher fee levels would cover a greater part of the cost of their operations from fees and it would depend more upon what it gets from grants.

Now, there is one further question I think that is a matter of interest to you, and for the public too, as far as that goes, and that is the question of quotas.

RECOMMENDATION NO. 37

UNIVERSITY OF SASKATCHEWAN

The Commission has received a brief from President J.S. Thomson of the University of Saskatchewan, a copy of which is attached.

The Commission recommends:

That the case of the University of Saskatchewan be dealt with simultaneously with that of the University of British Columbia in the same general manner.

UNIVERSITY OF SASKATCHEWAN

SASKATOON, Saskatchewan,

July 4, 1945

Dear Colonel Bovoy:

I have received your letter on June 28th referring to evidence given by a witness appearing before the Royal Commission on Veterans' Qualifications in which he stated that he did not believe that his institution could provide adequately for the needs of ex-service personnel unless some financial assistance was given by the federal government.

I am able to confirm the statements made by the witness. I think it my duty as President of the National Conference of Canadian Universities to inform you of some of the steps that have been taken to deal with the situation referred to by the witness concerned.

I have no doubt that you have seen a copy of the Report of the National Conference of Canadian Universities on Post-War Problems which was submitted to a meeting of the Conference held in 1944. In case you have not this matter formally before you I am sending you now a copy of the report. As you will observe the Report gives considerable attention to the problem created for the universities by the scheme of training for demobilized men and women. I would refer you particularly to pages 9 to 23 and the recommendations which will be found on pages 29 to 32. It will be observed from this document that the Universities Conference has given very full attention to the abnormal conditions which will emerge for universities during the period of rehabilitation and in particular to the problems connected with the securing of adequate staff, obtaining of adequate funds and the obtaining of the necessary buildings.

Further, for the information of your Commission I ought to state that a deputation representative of the Universities in Canada waited upon the Minister of Veterans' Affairs, the Honorable Ian Mackenzie, in the month of January this year, when they reported that the fees generally receivable from students for their tuition did not in any case meet the expenses of such tuition, consequently the contribution of fees by the Dominion Government in respect of demobilized men and women would not meet the costs involved in their instruction. They made a plea which met with acceptance by the Minister that a per capita payment should be made to the Universities in respect of additional expenditures involved in the education of returned men and women.

Following upon this conference with the Minister I submitted a formal statement on our claims to the Department in my capacity as President of the National Conference of Canadian Universities.

The Department of Veterans' Affairs has now set up an advisory committee on university training for Veterans consisting of university and other representatives. At this committee it has been intimated that the government in principle accepts responsibility for making additional payment to universities in respect of their responsibilities in connection with the training of veterans but the exact amount is still a matter for negotiation.

Other universities in Canada realize that with the expansion of the student body likely to represent something like an increase of 100% in its normal enrolment, additional staff will be required. There will also be need for additional classroom space and laboratory and library equipment. The Universities are all taking steps to meet this emergency.

There is also a very serious problem in connection with the housing of demobilized students. It is doubtful if any of the universities will be able to provide adequate residential accommodation on the university campus. In view of the fact that a considerable proportion of these men will be married an additional complication arises. There is quite a housing shortage in Canada at the present time and it is difficult to see how residential accommodation for married students can be secured adjacent to the universities.

So far as the University of Saskatchewan is concerned we are in the same position as other universities. We shall need additional funds to meet the expenses of additional staff and additional accommodation, with the need for additional equipment and library books. Professor I. M. Fraser will be able to answer any questions on this matter when he appears before your Commission in Regina.

I am,

Yours sincerely,

James S. Thomson,
President,
National Conference of
Canadian Universities.

RECOMMENDATION NO-38

POLICE FORCES

1. The Commission has found during its investigation that

- (a) There are also a large number of officers and other ranks who might find useful employment for themselves and be of value to the country in various police forces.
- (b) It is generally recognized that effective police work calls for a higher grade of intelligence and education than was formerly thought necessary.
- (c) ~~The Chief Constable of Toronto emphasized the necessity of careful selection prior to training.~~
- (d) A large number of positions will need filling, both where personnel must be replaced on account of age and where additional personnel are required.
- (e) The Royal Canadian Mounted Police have on their property at Regina a number of huts constructed by the Royal Canadian Air Force suitable for the housing of personnel attending classes.

2. The Commission recommends that:

- (a) (i) Officers and other ranks of suitable calibre be counselled while in service to investigate opportunities in police work;
- (ii) Officers Commanding Divisions of the R.C.M.P. and provincial and local police forces in large centres be invited to sit as assessors with officers of the Department of Veterans' Affairs in the selection of applicants for police training.
- (iii) The minimum requirements for qualification for police training should be determined by the employing bodies, the following being suggested:
 - (a) PULHEMS grade one in all items for enlistment.
 - (b) An age limit, but that credit be allowed for war service.
 - (c) High School entrance as an educational minimum, combined with an "M" test score of 140 minimum.
- (b) (i) Applicants with suggested minimum requirements (a) and (c) and also with Junior Matriculation should be directed to the R.C.M.P. and if accepted trained in the usual course by the R.C.M.P.
- (ii) Applicants with the minimum requirements who are also within one year of Junior Matriculation should be directed to the Royal Canadian Mounted Police, and on the statement of a properly authorized officer that the applicant will be accepted subject to completion of Junior Matriculation, should be given a course of instruction leading to Junior Matriculation under the provisions of P.C. 9471, 1st February 1945, and should, on successful completion, be accepted and trained by the R.C.M.P.

- (iii) Veterans having lower qualifications than above specified (but at least the minimum qualification) or not desiring to enter the R.C.M.P. who are accepted as members of Provincial, Railway or Municipal police forces, should be given courses of instruction organized as set out below-

The Commission . . . should be invited to set up a series of courses for personnel qualified as above and selected by Provincial, Railway and Municipal police forces, the duration of each course to be six months and the number attending to be twenty-five or such larger number as the Commissioner may accept.

The Governments of Ontario, Quebec and British Columbia should be permitted either to utilize the above-mentioned courses or to set up similar courses.

- (iv) The cost of such courses, exclusive of living expenses of candidates, should be paid under the terms of 6 Geo.VI, Chap.34, Sec. S(1)b. Such cost should include necessary travelling expenses as defined by para 12(2)(a) of the Post Discharge Re-establishment Order, but a complete set of uniform and underclothing should be provided by the employer.
- (v) Trainees should be paid as provided by para 3(a) of P.C. 9567, the amount payable by the employer during training to be 50 per cent of the total, the cost of living expenses to be paid direct to the authority giving the course and deducted from the amount payable to the trainee.
- (c) (i) Veterans, members of police forces, having university degrees or being otherwise qualified and selected for the purpose by the R.C.M.P. or a Provincial or Railway Police Force, or by the Police Force of any city of over 100,000 population, or of any Provincial capital, may undertake university or other training in Canada or elsewhere in:
- Science
 - Law
 - Criminal Investigation
 - Medicine
 - Social Science
 - Traffic
 - Accountancy,
 - or other useful subject.
- provided that the senior official in charge of the police force concerned recommend such training and certify that the candidate is suitable and likely to succeed.
- (ii) In such cases the veteran shall be entitled to receive, under para 9 of the Post Discharge Re-establishment Order, a grant equal to any actual university fees, but his remuneration and any travelling or uniform allowances must be met by the employer.
- (d) (i) Applicants who have less than the minimum qualifications specified under (a) above but found suitable for employment as watchmen, guards, airport and dock police, bank messengers, commissionaires, hotel and store detectives, express company employees, security investigators with industrial firms, etc., should be given courses of instruction in elementary civil

and criminal principles to be arranged between C. V. T. and local police authorities. So far as possible, placement of such candidates should be commenced before the inception of training.

- (e) The content of this recommendation, if the Minister approve it, should be made known at once to the Ministers of National Defence and the Minister of Veterans' Affairs and communicated to all counselling officers and officials as well as to all police forces through the proper channels.

RECOMMENDATION NO-39

CANADIAN LEGION, B.E.S.L.

During the sessions of the Commission at Regina the Canadian Legion, B.E.S.L., through Mr. William Walker, First Vice-President, submitted to the Commission a brief regarding the questions which the Commission is investigating. A copy is attached.

The Canadian Legion also presented, as an appendix, a memorandum prepared by President James S. Thomson, Chairman of the Saskatchewan Committee of the Canadian Legion Educational Services, a copy of which is also attached, and recommended the adoption of the proposals made therein.

The Commission recommends,

That since the brief presented by the Canadian Legion constitutes a single and homogeneous document no section should be detached for comment but that the Departments of Government principally concerned give immediate attention to the brief in its entirety, and that it be considered by the Dominion-Provincial Conference.

SUBMISSION TO
THE ROYAL COMMISSION ON VETERANS' QUALIFICATIONS
by
The Canadian Legion of the British Empire
Service League Dominion Command.

The problem confronting this Commission is urgent and complex. Thousands of men are now returning from overseas to be demobilized. The manner of fitting them into civil life with proper credit for the knowledge, skills and experience gained while in the forces will be to them the initial test of the democratic way of life for which they have been fighting. It would appear that at the moment no University, educational or vocational training institute is geared-up to cope with the task.

It is obvious that credit given for knowledge and skills learned in the forces will be of no value for rehabilitation purposes unless there is employment available in which they can be used, and information concerning such employment is immediately promulgated. To give credit that can be used in acquiring mastery of a trade or a university degree is but an empty gesture unless the trade or degree can be applied in useful remunerative employment.

It is the hope of everyone that mass or extended unemployment has been banished for ever but no one as yet really believes this is so. Indeed the fear of unemployment is as acute today as ever it was and this fear will not be relieved until each man willing to work is assured of a peacetime vocation or job, and the certainty of reasonable security therein. It is certain therefore that a large proportion of veterans will wish to take employment as soon as they can after discharge, utilizing whatever qualifications they possess at the time of discharge. It seems likely therefore that in many thousands of cases the point at which credit will have to be applied immediately if at all is when the newly discharged man or woman presents an application for placement to the local office of the Unemployment Insurance Commission. The individual need for employment may be so great, or the job offered may be so attractive, that it will be accepted regardless of whether an acquired skill or knowledge is involved. In such cases the application of credit would have to be postponed, or may never be needed if the placement gives satisfactory continuous employment. It must not be inferred, however, that the immediate acquisition of a job will represent satisfactory rehabilitation. With so many benefits to choose from the choice may well be postponed in many cases. The desire to take further training may come only after an effort to become reestablished has been made in some other line of work than that followed in the forces. Furthermore men will undoubtedly enter continuing war work of a temporary nature and this may present a problem if the training benefit is exhausted because of the time limit.

The establishing of credits for service courses and experience is undoubtedly the function of the Provincial authorities as will be the determination of the standards by which they will be measured. Yet the Federal Government is charged with the responsibility of seeing that proper credits are given. The standards set up by the military authorities are undoubtedly standards established under federal authority and the veteran is entitled to an assurance that he or she will not be left to deal with a number of different authorities, be they educational, trade, universities or provincial governments without strong support in securing just credit. The establishing of this Commission is an indication that the Federal Government is fully aware of the difficulties involved.

The Legion asserts that not only must full credit be given the veteran for knowledge and skill acquired in the service but freedom to practice it immediately upon discharge or upon acquiring proficiency after training. We believe this cannot be effectively carried out for all unless at the earliest possible date:-

- (1) A veteran is able to move to any part of Canada to seek rehabilitation and to practice his trade, calling or profession without being handicapped, obstructed, or inconvenienced by conflicting governmental jurisdictions or by arbitrary restraints established by professional bodies or trade groups.

(In this connection reference is made to a memorandum already placed in the record entitled: "Memorandum on the Employment of Veterans in Unionised Industry".)

- (2) Standards necessary to a trade, calling or profession are made uniform throughout the Dominion.
- (3) Matriculation standards are made uniform throughout the Dominion.
- (4) Any constitutional difficulties in administering the rehabilitation program are referred immediately to the Conference on Federal-Provincial Relations and machinery is set up to deal with them authoritatively and quickly.
- (5) This Commission on Veterans' Qualifications be empowered to make recommendations to provincial governments as well as to the federal government.
- (6) In any agreements entered into between the federal and provincial governments, the federal government can secure for the veteran a practical and effective means of assessing and applying credits in Education, Training and Employment.
- (7) Unless adequate finances are forthcoming from the federal government to establish the means of carrying out the Education and Training benefits, by subsidizing provincial governments or provincial institutions, or by other fiscal means.
- (8) Notwithstanding the efforts of private enterprise to create and maintain employment the federal and provincial governments also open up avenues of employment.

In support of the proposal in paragraph (8) the Legion asserts that there are services and enterprises that only the government can undertake because private enterprise cannot enter certain fields of essential public services or undertakings such as roadbuilding, sewage disposal, irrigation, conservation, etc. These are not to be regarded as works of artificial stimulation of employment but as enterprises essential to the general wellbeing of all Canadians. The public and certainly the veteran will no longer be satisfied with a "no money available" dictum preventing the development of such services.

Before closing this brief, reference is made to certain representations made by the Canadian Legion before the House of Commons Committee on Post-War Reconstruction and Re-establishment on July 3, 1943. Particular attention is drawn to the principle enunciated therein defining the obligation of the nation to rehabilitate members of the armed forces upon their return to civil life:-

"that adequate steps be taken to ensure that those who volunteered for service shall in no way be penalized on their return to civil life and, so far as possible, shall be assured of that place in civil life which they might reasonably be assumed to have obtained had they not enlisted."

This principle has been accepted by the government and reference has been made to it in the pamphlet published by the Department of Veterans Affairs under the title, "Principles Governing Rehabilitation Training." It will be noted that this principle implies an original freedom of choice and action on the part of the veteran, independence, and ability to make a place for himself in the community. It also implies that while he may have a right to all the assistance the government or other agencies can give him it cannot rehabilitate him without appropriate initiative and effort on his own behalf.

Other relevant references to this brief, which is now placed in the record, will be found under the headings:

- "Plans ready or in operation before demobilization" p.7
- "Federal Provincial Relations" p.7
- "Finance the servant and not the master." p.12
- "Forward Planning to Convert War Industry" p.14
- "Retarded Demobilization" p.15
- "Preference in Employment" p.16
- "Civil Service" p.19

"Placement Severely Handicapped" p.19
 "Vocational Training" p.19
 "Education" p.20
 "Labour Relations" p.22
 "Taxation" p.22
 "Diversification of Industry" p.24
 "Rural road building and public utilities" p.25
 "Reforestation and Soil Conservation" p.25
 "Development of Transportation" p.28

It is felt that it would be wholly superfluous to elaborate and amplify what has been set forth in the foregoing references.

CANADIAN LEGION EDUCATIONAL SERVICES

The educational system built up to serve the armed forces by Canadian Legion Educational Services has reached a high point of usefulness and efficiency. Its application to the needs of rehabilitating the men and women it has hitherto served should be given immediate consideration. At present the service is limited to personnel of the armed services and no authority exists to extend the service say to a man in hospital on the strength of the Department of Veterans Affairs, or even to one who may have been discharged directly thereto. No doubt abundant evidence has already been presented to this Commission to indicate the quality and extent of the service rendered without the Legion placing further evidence on the record.

A considerable demand has arisen among discharged personnel for Legion Courses and in addition a number of requests have been received from government departments to make use of textbooklets published by the Canadian Legion Educational Services for the use of ex-servicemen they serve. In order to meet these demands a revision of the authority under which Canadian Legion Educational Services operates will have to be undertaken and proper provision will have to be made for financing the new service.

The Legion is naturally concerned about the future of Canadian Legion Educational Services. It feels strongly that this unique and valuable war service asset should not be permitted to become defunct with the termination of hostilities or so long as it is capable of performing a useful service to veterans who can secure it from no other source.

The foregoing reference to the Legion's Educational Services will introduce a memorandum prepared by Brigadier R.J. Leach, Deputy Chairman of Canadian Legion Educational Services, which analyses the present position of Canadian Legion Educational Services, and the demands being made upon it for further and continued use of those services. The memorandum is now placed on the record and Brigadier Leach will be available to the Commission at its hearings in Montreal for examination thereon.

All of which is respectfully submitted.

William Walker
 Dominion-First Vice-President
 Canadian Legion, B.E.S.L.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

Statement presented by James S. Thomson, President, University of Saskatchewan, and Chairman, Saskatchewan Committee, Canadian Legion Educational Services

It is respectfully submitted on behalf of the Saskatchewan Committee of the Canadian Legion Educational Services that the work of the organization should be maintained during the period of re-establishment on behalf of demobilized men and women.

There will be no need to emphasize the value of the educational services provided by the Canadian Legion during the time of hostilities. It has provided an effective means for organizing what may be called the demand and supply side of education for men and women in the forces. As a voluntary agency, with the benevolent support of the armed services, it has had free access to individual members of the services, interpreting their needs, which are often rather inarticulate, and guiding them into helpful channels. On the supply side the C.L.E.S. has acted as a co-operative agency, working with education departments, universities and civilian teachers, and supplying text-books, materials, films etc. Its correspondence work has essentially been a co-ordinating agency by means of text-books and courses, bringing students and accrediting bodies into organized relations.

The demobilized person is really more education and guidance conscious than the man or woman in the services. Vocational help becomes a positive and present need, which is likely to develop even more strongly with experience of civilian life. Not a few men and women are likely to seek a speedy exit from the services rejoicing in the prospective freedom of the civilian status without troubling overmuch to get all the benefits of counsel and training made available at the time of demobilization. In other words, the demobilized man or woman is likely to stand in need of further educational help to attain qualifications, which may not seem very important at the time he is demobilized, despite all the organized assistance which is then placed at his disposal by the services and the Department of Veterans' Affairs.

The Canadian Legion is essentially a voluntary association of returned men and women, acting jointly to advance their common interests, protect their rights, express their opinions, and providing a social bond of comradeship. Such an organization ought to include with its work the guiding of its members in matters of post-discharge training and education. The effect would be good for the morale of the returned men and therefore for the country as a whole; it would also continue within the legion a well-established interest now so fruitfully begun.

The C.L.E.S. might well be continued as a voluntary agency maintaining contact with veterans for the following purposes.

- (1) Acting as an advisory body to counsel and direct veterans in need of educational or trade qualifications.
- (2) This is specially true of veterans whose benefits under the Post-Discharge Order in Council may have expired or are rather indeterminate.
- (3) Acting as an organizing body to put such persons in touch with educational and training facilities, organizing classes, materials and books for their requirements.

- (4) Making available existing courses through its text-books and library service. It has to be recollected that many of these men will be living in isolated communities where joint teaching in classes is not possible. The correspondence method developed during the war should be continued for such men.
- (5) Extending existing services now made available to ex-service patients in sanatoria and hospitals through libraries, films, and instructors.

All of which is respectfully submitted.

James S. Thomson.

University of Saskatchewan,
Saskatoon, Sask.
July 14, 1945.

RECOMMENDATION NO-40

ASSURANCE OF EMPLOYMENT

Submission of
Saskatchewan Members of the Prairie Regional
Employment Committee of the Unemployment
Insurance Commission

During its sessions at Regina the Commission received a submission from the Saskatchewan Members of the Prairie Regional Employment Committee of the Unemployment Insurance Commission.

While some of the matters included in this brief appear to be outside the scope of this Commission the content in general is closely interlocked with the success or failure of the Commission's task.

The Commission recommends,

That the submission be carefully considered.

SEE ATTACHMENT:

SUBMISSION

to

THE ROYAL COMMISSION ON VETERANS' QUALIFICATIONS BY SASKATCHEWAN MEMBERS OF THE PRAIRIE REGIONAL EMPLOYMENT COMMITTEE OF THE UNEMPLOYMENT INSURANCE COMMISSION

The terms of reference to the Commission suggest at once the recognition by the federal government of the grave problems that now, during and immediately following the period of general demobilization will confront the country, and which, unless solved in a realistic and rational way, may well jeopardize the whole elaborate and quite generous program of rehabilitation provided by parliament for the reestablishment in civilian life of our ex-servicemen and women.

While, during these years of war, the principle has largely been accepted by governments and by the country as a whole that no prejudice should attach to the men and women who went into the services on their return to civil life — as exemplified in The Reinstatement in Civil Employment Act, cap. 31 of 1942 — the fact must be faced that on the termination of hostilities and the displacement of a million workers engaged in war-time industries seeking to be reestablished in civilian employment, the ex-serviceman and woman is likely to be confronted by a situation wherein his "active service" to the country will count for little in the ensuing scramble for work.

Preference in employment, accretion of seniority, and other employment benefits and advantages on the basis of ability, have been and still are being advocated for the ex-serviceman and will doubtless be emphasized before your Commission, and they are merely mentioned here in passing and without further elaboration.

It is understood there have already been submitted to your Commission comprehensive briefs prepared by the three services containing data covering a multiplicity of trades, skills and educational knowledge and training acquired by countless numbers of the members of the Forces during their period of service. It would be criminal folly of course if much of this training, experience and knowledge was to be lost to the country, but this will be inescapable unless the peace-time economy of the country is predicated on optimum employment — such that all who are ready, able and willing to work may find the opportunity to do so, and that under conditions which will ensure an equality of treatment and a reasonably high standard of living throughout all parts of the Dominion.

The assessment of such skills and educational training in terms of civilian requirements should be susceptible of fairly ready determination, given an attitude of tolerance and understanding on the part of all parties concerned, by fully qualified personnel in the fields of skilled labour and education.

In the educational field, technical and academic, we have our Universities, Technical and Commercial Schools and Colleges, the respective faculties and staffs of which, in conjunction if necessary with provincial departments of education, could surely readily evaluate the special or peculiar educational knowledge or experience gained in the services. And similarly, in the field of skilled labour, a fair and reasonable preliminary assessment of ability at least may be made from an ex-serviceman's records by representatives of management and organized labour, in cooperation with provincial departments of labour, coupled with a practical probationary period of greater or less extent which would avoid the full implications of existing provincial apprenticeship legislation and would determine the man's real status in the craft or trade concerned; and also, and this is no less important, would demonstrate to the man himself his own real capacity and that he is not being discriminated against merely because of his service.

It must always be borne in mind that these young veterans will, in large measure, have been divorced from normal social contacts and amenities over period of years, and will be wholly unfamiliar with educational, industrial and commercial developments in the country; they will have been living under conditions of strictest regimentation; they will have emerged from a condition of immaturity on enlistment to one of full-grown manhood; and they will have undergone experiences bound to leave an imprint on their future lives. Their establishment in the economic, social and political life of the country will present immense difficulties and will call for a high degree of tolerance and goodwill on the part of everyone, and a determination to recognize in practical ways the sacrificial contribution they have made to the maintenance of our country's integrity and our democratic way of life.

However, in any consideration of occupational and educational credits accruing to those who, while in the service, were privileged to be trained in particular trades or to acquire technical or other educational instruction and practice, the fullest recognition must be given to the many thousands in the services — and this is especially so perhaps in the case of the Army — who were trained merely as fighting machines without benefit of any training in pursuits of practical value to them in civilian life. The assessment of such intangibles as discipline, control, initiative, leadership, and the many other intangible attributes that went into making the Canadian fighting man the fine citizen-soldier he proved himself to be, is something that will call for the highest psychological evaluation if such men are not to be denied that place in the economic life of the country which is their due. To determine such values in terms of civilian life requirements will demand counselling and guidance of the highest quality by personnel specially trained in such work.

That raises at once the whole problem, as affects both the vocationally and educationally-trained and the untrained ex-serviceman and woman, not only how these men and women are to find the opportunity for employment at remunerative wages, but how the right person is to be fitted into or found for the right job. The all too-frequently recurring square peg in the round hole must be eliminated.

As has already been suggested, the question of opportunity is largely in the hands of the federal government, based as it must be on the kind of economy it adopts, its fiscal, trade and cognate policies, most or all of which matters are within the sole jurisdiction of parliament. Given such economic policies

as to ensure at all times the highest degree of employment, the opportunity should always be present for all who are willing to work;

But since under the British North America Act most matters affecting labour in all its manifestations are the sole prerogative of the provinces, for purposes of this inquiry cognisance must be taken of the fact that the federal government alone cannot give effect to the recommendations of this Commission without the closest and most intimate collaboration of the provinces. At the moment we are confronted by as many and varying labour practices and statutes as there are provinces, in most of which there is no real uniformity; and so long as this unfortunate and disturbing situation continues and our Constitution remains inflexible and static, so long will there be inequalities and frustrations in the realm of employment opportunities for all our people — ex-servicemen and others alike.

In recent years our Constitution was amended by giving to the federal power sole jurisdiction in the matter of Unemployment Insurance. This has now become a national and continuing institution in the economic life of the country. Coupled with its insurance features, there has also been set up across the dominion an elaborate system of employment offices, and for purposes of our war effort a scheme of National Selective Service was evolved which has performed a very essential service in the placement and distribution of labour.

It is submitted that in order to ensure that there is no undue or unnecessary wastage in the field of labour, the employment offices of the Unemployment Insurance Commission be developed and expanded and some form of selective and placement service continued, staffed by men and women specially trained in such work who will have close and intimate knowledge of industrial, business and other economic trends across the country and be in a position, on the basis of recorded vocational or other experience, not only to counsel and advise but to direct any applicant for employment into a job suited to his or her capacity or into necessary training the better to equip the applicant for a position. And in that connection, in view of the special needs of veterans to find their niche in life, it would seem to be eminently desirable that such service should be staffed by men and women from the armed forces having special aptitudes for such work, who would have an intimate knowledge particularly of the forms and types of trades, skills and training acquired in the services.

But these things alone will not assure that equality of treatment in the labour market throughout the dominion so greatly to be desired in view of the conflicting jurisdictions referred to. Since labour and the opportunity for productive labour are closely related to other major powers now enjoyed by the federal government, it is therefore strongly urged that the control over all labour and labour relations should be brought under the jurisdiction of the Dominion, so that all labour legislation will become national in scope, insuring uniformity of standards and practices throughout the country, with satisfactory and economic wage levels. And we would respectfully submit that this Commission recommend that the foregoing suggested jurisdictional change in our constitution be placed on the agenda for the ensuing Federal-Provincial Conference.

Such proposed change is the more pressing at this time if the full benefits of the country's rehabilitation program are to be achieved and enjoyed. The dominion government having called the piper, it should be given the opportunity to play the tune without the cacophony of provincial orchestration! The primary responsibility rests with it to return the country from the emotions, the strains and stresses of war, to a stable, happy and prosperous state. It should not be frustrated in whatever steps it takes or deems desirable to bring that about. But until it is free to develop its rehabilitation program in all its implications without impinging on provincial rights, so called, then to the extent necessary it must make adequate and generous fiscal adjustments especially with the less favoured provinces to enable them to make their individual contribution to the general program, including the erection or extension of educational and vocational training facilities, and for the purpose making available to the provinces NOW existing wartime buildings, technical and other equipment, to ensure the continuity of training and instruction of the demobilized man and woman desiring such, the better to equip them to take their place in the general scheme of things. Towards that end the government should empower the War Assets Corporation to make available to the provinces and to vocational and educational institutions therein all such equipment and facilities free of cost.

In the final analysis however, and irrespective of the generous provision made for the reestablishment of our ex-servicemen and women, unless those charged with the administration of the program are endowed with a wide, broad and sympathetic understanding of the emotional strains to which our young men were subjected during the years of war, we shall have failed them. And of equal importance is the attitude of the people at large to the problem now facing these young men and women. There must be an aroused public consciousness of the fact that all of us have a very definite responsibility to our returned men and women to make a practical and continuing contribution to their happy and satisfactory establishment in the economic and social life of the country. The spirit of tolerance, goodwill and cooperative helpfulness must permeate the whole body politic if we are to repay in some small measure the sacrificial contribution made by the red-blooded youth of our country.

All of which is respectfully submitted and presented by

WILL: WALKER,

for the Saskatchewan Members of the Prairie
Regional Employment Committee, Unemployment
Insurance Commission.

10th July, 1945.

RECOMMENDATION NO. 41

(Temporary aid to Universities)

1. In its recommendation no. 24 the Commission proposed:
 - (i) That the provision of funds to meet temporary institutional costs not met by the fees of students proceeding to universities and other institutions on the same level be treated as a matter of the highest urgency.
 - (ii) That any necessary construction be accorded top priority.
 - (iii) That students who seem unlikely to reap the utmost advantage from university study be sent to the technical institutes already recommended by the Commission.
 - (iv) That since the Commission has neither the time nor the technical personnel necessary to deal with a matter so important and so urgent, a new committee or commission be set up forthwith
 - (a) to study the needs of each individual university for temporary financial assistance and to report to the Federal Government thereon at the earliest moment.
 - (b) to consider recommendation No. 3A of the Commission regarding the setting up of Technical Institutes and to report to the Federal Government thereon at the earliest moment.
2. In its recommendation no. 27 the Commission pointed out that the application made for governmental aid to cover additional expenses in staff and equipment to which Universities will be committed by reason of the influx of veterans into Universities did not include requirements for additional space. In the same recommendation the Commission made a specific request on behalf of the University of British Columbia.
3. In its recommendation no. 28 the Commission repeated its recommendation no. 24 in so far as concerns the appointment of a special Committee or Commission to deal with University requirements.
4. Since that date the Commission has received a copy of a minute of the Treasury Board approved by order in council P.C. 215-4940 providing for certain payments to Universities to cover the extra expenditures referred to in para 2 above and reading as follows:

MD-6

P.C. 215-4940

Certified to be a true copy of a Minute of a Meeting of the
Treasury Board, approved by His Excellency the Governor
General in Council, on the 13th July, 1945.

VETERANS AFFAIRS

The Board recommends, under authority of the War Measures Act, that the Department of Veterans Affairs be authorized to pay a supplementary grant to any university in Canada in an amount not exceeding \$150 for each person registered therein, on whose behalf tuition fees are paid under the provisions of The Post-Discharge Re-Establishment Order, for a full-time course leading to a diploma or degree, in accordance with the following terms, effective for the period July 1, 1945, to June 30, 1946:

1. Subject to the supplementary grant not exceeding \$150 in respect of any one person for the period July 1, 1945, to June 30, 1946 and subject to conformity with Section Two hereof with respect to the total payment to a university on behalf of any person for the programme of an academic year, the amount shall be as follows -
 - (a) Where such tuition fees are paid for the whole of any academic year, the sum of \$150; and
 - (b) Where such tuition fees are paid for part only of an academic year, a sum which bears the same relation to the sum of \$150 as such part bears to the whole academic year.
2. The supplementary grant shall be in addition to all other payments authorized by The Post-Discharge Re-Establishment Order to be paid to a university with respect to persons herein mentioned; Provided, however, that in no case shall the total payments made by the Department to a university on behalf of any person for the programme of an academic year exceed \$500.
3. Prior to June 30, 1946, the universities receiving supplementary grants shall provide information as to the additional costs incurred on account of the persons mentioned herein, the extent to which such costs are being met by tuition fees and such additional information as may be necessary to determine the amount of supplementary grants required, if any, subsequent to June 30, 1946.
4. The payment of such supplementary grant to any Canadian university shall be reduced or discontinued if the grants received by that university from a province are being reduced as a consequence of such supplementary grant.
5. All expenditures authorized hereunder are to be charged to War Appropriation.

(sgd) H. W. Lothrop

P.R. 16948.

Associate Clerk of the Privy Council.

5. The Commission has also received a copy of the Order-in-Council P.C. 3206 of Thursday, May 3rd, 1945, reading as follows:

P.O. 3206

AT THE GOVERNMENT HOUSE AT OTTAWA

THURSDAY, the 3rd day of MAY, 1945.

PRESENT:

HIS EXCELLENCY

THE GOVERNOR GENERAL IN COUNCIL:

WHEREAS the Minister of Veterans Affairs reports that there is an ever increasing demand by veterans for the university training provided under The Post-Discharge Re-Establishment Order; and

That it is deemed expedient that there be appointed an advisory committee, to consist of citizens experienced in educational affairs, for the purpose of advising the Minister of Veterans Affairs on matters relating to such university training;

NOW, THEREFORE, His Excellency the Governor General in Council, on the Recommendation of the Minister of Veterans Affairs and under and by virtue of the Act of the Minister of Veterans Affairs and the War Measures Act, is pleased to order and doth hereby order as follows,-

1. There shall be an Advisory Committee on University Training for Veterans for the purpose of advising the Minister of Veterans Affairs on matters relating to the university training provided under The Post-Discharge Re-Establishment Order, being Order in Council P.O. 5210 of July 13th, 1944;

2. Such Advisory Committee shall consist of

Mr. S.N.F. Chant, Director General of Rehabilitation, Department of Veterans Affairs;

Rev. Dr. Philippe Cornellier, Rector, Ottawa University;

Mgr. Cyrille Gagnon, Rector, Laval University;

Dr. Milton F. Gregg, President, University of New Brunswick;

Dr. Cyril F. James, Principal, McGill University;

Mr. H.W. Jamieson, Superintendent of Educational Training, Department of Veterans Affairs;

Dr. Norman A.M. MacKenzie, President, University of British Columbia;

Mgr. J.L. Olivier Maurault, Rector, University of Montreal;

Dr. John E. Robbins, Department of Trade and Commerce;

Dr. Sidney Smith, President-elect, University of Toronto;

Dr. H.M. Tory, President of Carleton College, Ottawa;

Dr. R.C. Wallace, Principal, Queen's University;

Mr. W.S. Woods, Deputy Minister of Veterans Affairs;

Dr. James S. Thomson, President, University of Saskatchewan;

3. Mr. W.S. Woods, Deputy Minister of Veterans Affairs, or his representative, shall be the Chairman of the said Committee.

4. Mr. H.W. Jamieson, Superintendent of Educational Training, Department of Veterans Affairs, shall be Secretary of the Committee.

5. Members of such Advisory Committee shall be paid their actual and necessary expenses when absent from their places of residence in connection with the work of such Committee.

6. Expenditures required to be made hereunder shall be charged to "Rehabilitation Services".

(Sgd.) A. D. P. Heeney,
Clerk of the Privy Council.

6. The Commission has since its recommendation no. 28 forwarded recommendations no. 36 covering a brief submitted by the University of Alberta, and no. 37 covering a brief submitted by the University of Saskatchewan. It expects to forward shortly a statement from the University of Manitoba.

7. (i) The Commission in submitting its recommendation no. 24 had in mind a completely independent Committee or Commission qualified to judge the actual financial needs of any given institution. Such a committee or commission should be composed of impartial financial experts with one or more persons having a thorough knowledge of university affairs as assessors or members. The Committee or Commission should continue during the whole emergency period in order to assess the changing position from time to time and to recommend whatever aid may be necessary in any given year to cover university expenses involved in the education of veterans and to consider any further financial problem which may arise in any institution. (Note: The Committee set up under P.C. 3206 is not a suitable body to deal with such matters since it consists mainly of a number of University heads each of whom is faced by his own problems and is not suited to deal with specific cases in specific institutions where it is essential to protect the interests both of the taxpayers and of the institution.)

(ii) The Commission has received evidence which places it beyond doubt that the additional costs above referred to will vary with the size of the institution and also with the number of veterans involved. It follows that the grant of \$150 per student per annum may well be too large in one institution and too small in another and may be sufficient for one year and insufficient for another.

(iii) The Commission has heard a mass of evidence concerning accommodation and it may state generally that if the figures given it by the Armed Services as the number of potential students is anywhere nearly reached in the coming term no University is ready to accommodate them. The Commission feels it to be its duty to state this situation quite frankly and to point out that there is very

grave danger of serious complaint.

(iv) The Commission has also been informed on all hands that there is great need among Universities for laboratory equipment of all kinds. Some institutions have stated that they expect to be able to provide this from the grant of \$150 per student per year. Others are quite unable to do so. This is a matter which can best be dealt with by such a Committee or Commission as has been suggested.

(v) Suggestions have been made that arrangements for acquiring such buildings and equipment might be made by Universities with the War Assets Corporation:

The Commission considers these suggestions impracticable and illogical for the following reasons:

- (a) War Assets Corporation is a business corporation precluded from benefactions;
- (b) Any temporary buildings which might be made available to Universities may well have some book value but no real value and many are stated to be already in a dilapidated condition;
- (c) No University wants the extra buildings and equipment except for the emergency period;
- (d) The accommodation and equipment is only needed so that the Government may implement its University training programme;
- (e) No University has any funds for such quasi capital expenditures which must necessarily be amortized in about five years;
- (f) At the termination of the emergency it will be necessary for the Federal Government to remove any temporary erections and equipment from University property and to replace the property in its earlier condition. It is not apparent how a sale by War Assets Corporation is consistent with this obligation.

8. The Commission believes that just as the Government has recognized an obligation to meet additional running costs caused to Universities so it is bound to meet quasi capital costs such as those of buildings and equipment (in such cases so far as equipment is concerned as the need

cannot be met from the grant under P.C 215-4940).

The Commission has found that the needs of each institution and the facilities available in each case differ so completely that no body but such a special commission, as above suggested, can deal with them.

9. ~~During its sessions at Montreal the Commission has received the strongest possible testimony in favour of its recommendation no. 24 above mentioned and attaches hereto a memorandum from Dr. F. Cyril James, Principal of McGill University, in support thereof.~~

The Commission is convinced that McGill University is not capable of handling the task which appears likely to lie before it without some such arrangements as Dr. James proposed.

10. (i) The Commission points out that the terms of the Post-Discharge Re-Establishment Order, so far as education is concerned, are not applicable to,

Technical Institutes (as distinguished from Technical Schools)

Sir George Williams College

Carleton College

The Commission is not at present in a position to say whether all these institutions should be included among those entitled to benefit under P.C. 215-4940 but the matter should be considered by the suggested Committee or Commission.

- (ii) A separate recommendation is being made in the case of other Colleges.

11. The Commission recommends:

THAT in order properly to carry out the obligation of the Government regarding University Education,

- (i) The Government accept the broad principle that it must bear all extra expense either current or quasi capital (buildings and equipment) which institutions must undertake in order to fulfil the needs of veterans and at the end of the emergency period must replace institutional property in its former condition.

- (ii) That Technical Institutes, the Sir George Williams College, Carleton College and the Colleges affiliated to Universities be assimilated to Universities, each case however to be considered by the Committee or Commission above-mentioned.
- (iii) That the special Committee or Commission suggested in Recommendation 24 be set up forthwith and be of a semi-permanent character so that it may review continuously the increase or decrease of institutional needs involved in the education of veterans and make recommendations to the Government thereon.

McGILL UNIVERSITY
MONTREAL

July 27th, 1945.

Principal and Vice-Chancellor
F. Cyril James

Dear Colonel Bovey,

In amplification of the statement that I made before the Royal Commission yesterday morning, may I point out that McGill University is at present operating with some four thousand students which constitutes the largest number that has ever been registered. If we are to assume that approximately 10% of the returning veterans will come to McGill University this would mean a doubling of our student body, if the aggregate number is around 40,000, and a tripling of our enrolment if the recently suggested figure of 80,000 or 90,000 students should prove to be a correct estimate.

In order to meet this problem we have worked out arrangements for a duplication of our teaching schedule so that all lectures would be repeated twice at different hours in the day. Such a programme enables us to take care of a substantial portion of the increased teaching through more intensive utilization of existing lecture rooms, but the procedure is not applicable to laboratories and drafting rooms which are used throughout the day.

The University will therefore have an acute need of additional space for laboratory and drafting room use, and an even greater need of additional residence accommodation since it is already proving difficult to find boarding house accommodation in Montreal and all of our available residences are now full. In view of the fact that there is very little available land in the vicinity of the University such accommodation would have to be provided in existing buildings, and it occurs to me that the buildings now occupied by the C.W.A.C. on Peel Street, some of the premises occupied by the headquarters staff in the Sun Life Building or one of the military establishments (such as the Army barracks at Westmount, the R. C. A. F. Station at Lachine or the R. C. A. F. Station at St. Johns) would have to be made available to the University to meet this need. These premises should, I think, be made available free of charge on some loan that would cover the period of training veterans.

May I also point out that we need a substantial amount of laboratory and engineering equipment since the need for these materials is roughly proportionate to the size of the student enrolment. At the moment we could not afford to buy equipment of this kind from the War Assets Corporation at the prices that are now charged and, in view of the fact that it is needed specifically for the education of veterans I should like to suggest that a policy be developed whereby equipment of this kind could be supplied to the universities on loan from the Dominion government with the understanding that it would be returned when the emergency has passed but that no charge would be made for its use.

I need scarcely point out that the duplication of classes referred to in an earlier paragraph is going to impose on the University a need for greatly increased teaching staff. The recent order in council granting to the universities of the Dominion a subsidy of \$150 for each veteran who attends throughout the next session will provide funds which should go far to meet the increased expenditure under this heading, although we shall not know until the end of the session whether or not it is adequate. It is, however, imperative that the universities should receive from the Armed Services the greatest possible aid in obtaining the early demobilization of individuals who are needed for our teaching staff. This problem requires particular emphasis in view of the fact that a signal has just been received from London expressing the desire of the Khaki College to obtain from this side of the Atlantic a substantial number of teaching personnel.

May I add one further thought. The severity of the problems mentioned above will vary from one university to another being affected by the size of the University, its prestige in attracting students, and the extent to which its expenditures are provided by endowments or provincial funds. It would therefore be desirable that the government should create some commission to maintain a continuing interest in the universities that are training large numbers of veterans or, alternatively that the University Advisory Committee of the Department of Veterans Affairs should be charged with this responsibility. As you know that committee already includes several university representatives.

If there is further information that you would like me to supply to the Royal Commission I shall be delighted to do so, and meanwhile with renewed good wishes to you and many thanks, I remain,

Cordially yours,

(Signed) F. Cyril James.

The Honourable Wilfrid Bovey,
Royal Commission on Veterans' Qualifications,
Room 1020 Dominion Square Bldg.,
1010 St. Catherine St. W.,
Montreal, Que.

RECOMMENDATION NO. 42

(Increased Allowances to Students)

The Commission has heard representations by a delegation of ex-service students of McGill University who have presented a brief, a copy of which is attached.

The Commission has examined several other witnesses in connection with the representations made and finds that their evidence confirms the testimony presented by the delegation.

The Commission recommends that the situation of ex-service students in all universities in Canada be made the subject of a special enquiry by the Department of Veterans' Affairs and that if any such serious difficulty exists, as has been indicated by the delegation from McGill University, steps should be taken to remedy it by increased allowances.

REPORT ON THE ADEQUACY OF THE POST-DISCHARGE RE-
ESTABLISHMENT MEASURES AS APPLIED TO VETERANS
ENTERING MCGILL UNIVERSITY

The Plan giving returned men university training is a sound one. The degree to which this is appreciated by discharged service men is best shown by the enthusiastic response to opportunities presented for higher education. Many of the future leaders of Canada will be developed from amongst those same ex-servicemen. It is therefore in the national interest that the plan providing university education be efficiently applied and continuously reviewed and amended to meet the needs of veterans.

The Plan has been in operation at McGill University for about one and a half years making it possible and timely to evaluate its adequacy. Furthermore the anticipated increase in enrollment in October makes such an evaluation essential in order to ensure the most efficient operation of the Plan.

The scope of this report is limited to the adequacy of maintenance grants as presently provided by Post Discharge Reestablishment Measures.

This report will attempt to show that \$60. a month for single men and \$60. a month for married men (plus benefits provided for children) is entirely inadequate to provide for basic needs while attending the university. Moreover this situation defeats the original purpose of the Plan which is to train ex-servicemen so that they may provide competent leadership in all phases of Canadian life.

The facts in this report were obtained directly from the veterans attending the Summer Session at the University by means of a questionnaire. 165 replies were obtained. A copy of this questionnaire with the results is attached. The results of this questionnaire may best be discussed under the following headings:

1. Cost of Living: According to the Canada Year Book 1943-44 the cost of living index in Montreal is higher than in any other city in Canada. This situation is further aggravated by the fact that a large percentage (52% - much more than that of the general population) lives in rooms.

Of those who reported room rent only, 90% pay \$20. to more than \$25. per month and 64% of this same number reporting pay \$25. and over per month. That is 90% pay from 33% to over 50% of the government benefits for rent.

Of those who reported room and board, 71% pay \$50. to over \$60. per month and 35% pay \$60. and more per month, the rent thereby absorbing the entire maintenance grant for single men.

In addition the purchase of textbooks, instruments, etc. which are basic needs for university students and the cost of which is particularly high in the professional faculties, must be included.

To this must be added the cost of being decently clothed.

Many of the replies included unsolicited information which stated that it was virtually impossible to purchase personal insurance. This was especially emphasized in the case of married men where security of dependents is over foremost.

For people living at home, the majority of the cases were expected to contribute anywhere from \$30. to \$40. per month.

It may well be asked how these people can continue their education under these conditions. The answer is to be found in the information proffered by many that they are forced to tap their small savings and war service gratuities accumulated in the service. Under these circumstances these people admit that when their reserves are completely consumed they will be forced to leave the university. In effect this would mean that to a great extent the government investment would be lost and the fundamental aims of the plan negated.

- 2 -

Concluding this section it may be said that 77% of the replies to the questionnaires felt that the benefits were not sufficient for basic needs while 87% urged that the benefits be increased.

2. Maintenance of Morale:

A primary factor in the successful continuation of the veteran's education is morale. Under the strain of financial worries morale tends to be lowered considerably. Moreover the isolated existence of the single man living in rooming houses also has a deleterious effect on morale because of the absence of any satisfying family or group life. This is shown very vividly by the fact that 71% of married men stated that their morale had not fallen off since the beginning of the term whereas only 46% of single men could make the same statement. Of the total number replying 50% stated they were 'brownd off', that is their morale was low.

There is another important consideration bearing on the morale of single men. The inadequate provision for basic needs under the grant precludes all possibility of marriage and the establishment of a normal family life until well after graduation. Considering that at the average age of these veterans the establishment of families should be taking place which would give this country the prospect of a healthy and virile generation, Canada would be following a short-sighted policy in continuing to plan any hindrance in the path of marriage student veterans. Closely related to this is the plight of married veterans who cannot provide for children adequately under the existing grants and therefore postpone having children until late in life. The present shortage of housing also takes its toll of family life.

It might be suggested that a part time job is a way of augmenting a person's income. It must, however, be pointed out that from experience the university courses demand the entire energy and time of the student veteran.

The following discussion can lead to but one conclusion, that is, that the maintenance grants under the Post Discharge Reestablishment Measures be increased. It is suggested that a reasonable minimum grant for single men would be \$80. per month and for married men \$120.

Other measures designed to ease the housing shortage and to improve housing conditions are suggested as follows:

- (a) The organization of student cooperatives under university supervision, the university acting as the agent of the government.
- (b) Increased dormitory facilities at reduced prices.

(sgd.) Joseph Cadl6f

(sgd.) John A. Reuen

SUMMER CONTINUATIONS COMMITTEE OF
THE MCGILL STUDENT VETERANS SOCIETY

RECOMMENDATION NO. 43

(Grants to Colleges)

As a result of evidence submitted to the Commission by Dr. Baril, representing the University of Montreal, it became obvious that there is a considerable student body which is in effect part of the University of Montreal but which is decentralized amongst a number of classical colleges. This student body enrolled in the Belle-lettres, Rhetoric and Philosophy years of the colleges, follows courses leading to the Baccalaureate of the University. The examinations are set by the University and are likewise corrected by the University. The same situation exists with respect to Laval University.

It was further disclosed that a situation somewhat similar in principle exists in the case of other universities which have affiliated colleges.

The Commission recommends that for the purpose of the grant of \$150. per annum to Universities for ex-service personnel and for the purpose also of the Educational Benefits for ex-service personnel, the affiliated Colleges and the Belle-lettres, Rhetoric and Philosophy years of the classical colleges be assimilated to the Universities.

RECOMMENDATION NO. 44

(Engineering Institute Rehabilitation)

The Commission has learned that the Engineering Institute of Canada has prepared a rehabilitation questionnaire, a certain series of information sheets, constituting a rehabilitation and employment service, and a booklet entitled "The Engineers Return to Civil Life". Copies of these are attached.

The Commission recommends that this information be forwarded to the Department of National Defence with a suggestion that it be made available to personnel counsellors with a view to their making it known to members of the armed forces who might be interested in the engineering profession.

The Engineering Institute of Canada

Incorporated 1887



L. AUSTIN WRIGHT, M.E.I.C.
GENERAL SECRETARY
LOUIS TRUDEL, M.E.I.C.
ASSISTANT GENERAL SECRETARY

HEADQUARTERS
2050 MANSFIELD STREET
MONTREAL 2, CANADA

June 1st, 1945.

The officers of The Engineering Institute of Canada are deeply interested in the rehabilitation of members who are serving in the armed forces. They would like to secure now certain information that will indicate the best means by which assistance can be rendered to those who may desire it, upon their return to civil life.

The members of the Institute at home are proud of their fellow members who, to the number of more than a thousand, have dedicated themselves to the national cause and have brought great honour and distinction to the profession. They will be happy to lend a hand to those who may wish it.

If you think the Institute can be of assistance to you, please give us the information called for on the accompanying form. Any additional details that you think would be helpful will be appreciated. Perhaps there is something the Institute can do that is not related solely to your demobilization. If so, tell us about it. The membership is now almost 7000, reaching into every corner of Canada. Such an organization should be a great potential for service to the man in uniform. Tell us what you would like us to do and every effort will be made to do it.

In order to do the best job possible, Council has set up a special committee, under the chairmanship of Major-General Howard Kennedy, M.M.I.C., representative of the three services and of industry, which will have charge of the activity. The full time services of another member of the Institute are being assured to be devoted entirely to this undertaking.

We realize that our mailing list may not be up-to-date in every detail. Therefore, if you know of any member in uniform who has not received a letter similar to this, we would be glad to have his name and address, or to have you inform him of our interest.

Please remember that the Institute is yours. You have the right to expect assistance from it. You may be certain that a sincere effort will be made to meet your demands.

We join with all members of the Institute and with all Canadians in wishing you the best of luck and quick return to your home.

Yours sincerely,

President

General Secretary

The Engineering Institute of Canada

2050 MANSFIELD STREET, MONTREAL 2, QUE.

REHABILITATION QUESTIONNAIRE

1. Name 2. Membership Grade E.I.C.
Print last name first, and give other names in full
3. Overseas Address
Please keep us informed of all changes
4. Canadian Address
5. Age 6. Married 7. Dependent Children.....
8. Service 9. Unit 10. Rank
- Approximate date of
11. Enlistment 12. Arrival Overseas 13. Return to Canada.....
14. New training received in the service that may have a bearing on civilian employment
15. Have you suffered any temporary or permanent disability that might affect the nature of your civilian employment? (Describe briefly).....
16. Are you planning to return to previous employer or employment?.....
17. If so, can we be of any assistance? How?.....
18. If not, in what fields are you most interested?.....
19. If you have any preferences as to location, indicate the order of preference.....
20. Would you care to specify a minimum salary requirement?.....
21. If you are interested in the government proposal to finance further education, can we help? How?.....
22. Are you registered with Wartime Bureau of Technical Personnel at Ottawa?.....
23. If the Institute record of your employment is not up to date, please use the back of this form to list all significant positions and experience.

March 17th, 1945

L. AUSTIN WRIGHT,
General Secretary.

Rehabilitation and Employment Service

THE ENGINEERING INSTITUTE OF CANADA
2050 MANSFIELD STREET,
MONTREAL 2, QUE.

The service is operated for the benefit of members of The Engineering Institute of Canada, and for industrial and other organizations employing technically trained men—without charge to either party. Particular emphasis is laid at this time on the need for this service to fill the dual role of providing a general picture of employment conditions for members in the armed forces, and of making available to them specific contacts both now and at the time of their release from the services. It would therefore be particularly appreciated if employers would make the fullest possible use of these facilities to make known their existing or estimated requirements. Notices appearing in the Situations Wanted column will be discontinued after three insertions, and will be re-inserted upon request after a lapse of one month.

NOTICE

SERVICE PERSONNEL: The completed rehabilitation questionnaires have indicated a need for the employment service to be made available to all members of the E.I.C. in the Armed Forces. It is suggested that all those who are interested—

1. Consider these positions as indicative of present conditions.
2. Reply to interesting advertisements to establish contact for the future.
3. Apply for any of these positions when discharge is imminent.

CIVILIAN TECHNICAL PERSONNEL should not reply to any of the advertisements for situations vacant unless—

1. They are registered with the Wartime Bureau of Technical Personnel.
2. Their services are available.

A person's services are considered available only if he—

- (a) is unemployed;
- (b) is engaged in work other than of an engineering or scientific nature;
- (c) has given notice as of a definite date; or
- (d) has permission from his present employer to negotiate for work elsewhere while still in the service of that employer.

Applicants will help to expedite negotiations by stating in their application whether or not they have complied with the above regulations.

Situations Vacant

CHEMICAL

CHEMICAL ENGINEER (or experienced mechanical) is required to act as superintendent of a sulphite mill operated by a pulp and paper company in the St. Maurice Valley. Some experience in sulphite department of a paper mill is essential. Preference will be given to a veteran. Salary would be between \$300 and \$375 a month, depending on experience. Apply to Box No. 2985-V.

CHEMICAL ENGINEER with training that would enable him to join the technical section and ability to write good English, is required to act as assistant editor of an engineering publication published in the Montreal area. Some experience in the pulp and paper industry is required and a good personality is important. This position is being held open for a veteran of this war. Apply to Box No. 2925-V.

PAPER MILL FOREMAN is required by a paper company in the St. Maurice Valley to learn paper-making. Preference will be given to an ex-service man and salary will be from \$225 to \$300 a month. Apply to Box No. 3022-V.

CHEMICAL ENGINEER is required by a paper company in the St. Maurice Valley for work involving wood preparing, ground wood and sulphite. Previous experience is essential. Preference will be given to ex-service men under 30 years of age and salary will be between \$225 and \$275 a month. Apply to Box No. 3021-V.

CIVIL

CIVIL ENGINEER is required by the building department of a large Ontario city to examine buildings for general safety and code requirements pursuant to the issuance of building permits. Preference will be given to qualified applicants who have been honourably discharged from the Armed Forces. Apply to Box No. 2925-V.

CIVIL ENGINEER, young graduate, is required for permanent position in Montreal by a firm of contractors and builders, to do estimating, design and draughting work. Overseas service with Royal Canadian Engineers will be most favourably considered. Salary will be about \$200.00 a month depending on experience. Apply to Box No. 2929.

CIVIL ENGINEER, recent graduate is required by a railway company in Montreal for general draughting work in their track department. Apply to Box No. 2973-V.

CIVIL ENGINEER graduate, about 30 years old, with some experience in structural steel, is required by a bridge company in Ontario as sales engineer and to represent the company to senior officials of other companies. Salary would be approximately \$900 a month. Apply to Box No. 2981-V.

CIVIL ENGINEER is required to act as assistant to building commissioner of a city in Ontario to examine buildings and plans for conformity with building codes. Preference will be given to veterans of this or the last war. Salary will be between \$2000 and \$2500 a year. Apply to Box No. 2982-V.

CIVIL ENGINEER with some experience is required to act as resident engineer for road construction work for a paper company with headquarters in Montreal. Apply to Box No. 3002-V.

CIVIL ENGINEER with fair knowledge of field engineering and surveying is required for general engineering work in connection with the Veterans Land Act. Preference will be given to an ex-service man and salary would be approximately \$200 a month. Apply to Box No. 3007-V.

CIVIL ENGINEER is required to act as draughtsman on an immediate project involving work on a transmission line, railway spur, steam power station, etc. This position is with an engineering company in Montreal at a salary to be discussed with the candidate. Apply to Box No. 3009-V.

CIVIL ENGINEER with a couple of years' experience on road and bridge work is required to act as assistant county engineer of a county in southern Ontario. Preference will be given to a returned service man and starting salary will be \$2500 a year. Apply to Box No. 3015-V.

CIVIL ENGINEER, experienced field engineer under 50 years of age is required for active construction work with a firm in Montreal. Apply to Box No. 3011-V.

ELECTRICAL

ELECTRICAL SALES ENGINEER for western firm specializing in engineering sales and service of all types of electrical machinery and similar equipment. The position would be permanent and on a salary basis. Applicants should state training, experience, age, nationality and availability. Apply to Box No. 2911-V.

ELECTRICAL ENGINEER, graduate, with several years' experience on communication work is required to act as electronics engineer by a large company in Montreal for work involving engineering new installations utilizing electronics equipment. Apply to Box No. 2937-V.

ELECTRICAL ENGINEER between 25 and 35 years old is required by a company in Montreal engaged in the installation of low tension signalling devices, to act as a sales engineer. Personality and appearance are important and some experience is necessary. Preference will be given to a returned service man and salary would be \$1000 a year to the right man. Apply to Box No. 2912-V.

ELECTRICAL ENGINEER with some experience between 30 and 40 years of age is required for interesting work on the installation of equipment in a new mill being built by a company engaged in the production of steel. This position will be in southern Ontario and while temporary, might lead to permanent work. Salary would be between \$300 and \$400 a month depending on experience. Apply to Box No. 3013-V.

ELECTRICAL ENGINEER with some pulp and paper experience is required to act as assistant electrical superintendent for a paper company in the St. Maurice Valley. Preference will be given to ex-service men about 30 years old and salary will be \$275 to \$300 a month. Apply to Box No. 3024-V.

MECHANICAL

MECHANICAL ENGINEER, graduate, about 30 for well-established concern engineering and manufacturing conveying equipment in their own plant. A working knowledge of mechanics and light structural steel, along with the aptitude for applying same, also the desire to learn the conveying business from the ground up is essential. This is a permanent position for the right man. Apply to Box 2912-V.

SEVERAL PROJECT ENGINEERS are required by a company engaged in the manufacture of mechanical and electrical equipment in Montreal. Candidates should be graduates in mechanical engineering with some electrical background, with five years experience in product design and under thirty-five years of age. The salary would be in the neighbourhood of \$100 a month, with good prospects for advancement to positions such as that of assistant chief engineer and chief draughtsman. Apply to Box No. 2990-V.

MECHANICAL ENGINEER, not necessarily a graduate, is required by a firm of boilermakers and iron foundries in southern Ontario, to learn the business with the object of becoming purchasing agent. Apply to Box No. 3003-V.

MECHANICAL ENGINEERS, over 35 years old, with good plant experience in production or design are required by a firm of industrial consultants in Montreal. Salary would be between \$100 and \$150 a month. Apply to Box No. 3005-V.

MECHANICAL ENGINEER between 35 and 40 years of age with some paper mill experience is required to act as efficiency engineer in the wood room and wood operations of a paper company in eastern Ontario. Salary is open according to experience. Apply to Box No. 3008-V.

MECHANICAL ENGINEER, graduate, with about three years' experience between 25 and 30 years old, is required for general design work, etc., by a company engaged in the production of structural steel in Montreal at a salary between \$225 and \$250 a month. Apply to Box No. 3010-V.

MECHANICAL ENGINEER with a minimum of five years' experience and between 30 and 40 years of age, is required to act as assistant chief engineer for a firm of boiler-makers and iron foundries in southern Ontario. Salary would be between \$300 and \$350 a month. Apply to Box No. 3011-V.

MECHANICAL ENGINEER for work in connection with logging engineering is required by a paper company with headquarters in Montreal. Apply to Box No. 3019-V.

CHIEF DRAUGHTSMAN with engineering and draughting experience in the pulp and paper industry is required for a senior position with a paper company in the St. Maurice Valley. Preference will be given to an ex-service man and the salary would be between \$300 and \$400 a month. Apply to Box No. 3020-V.

MECHANICAL ENGINEER with good academic record, some shop experience, some experience in mechanical draughting and design, and in maintenance and repair of mechanical equipment is required to act as assistant chief engineer for a paper company in the St. Maurice Valley. Preference will be given to returned service men, especially with R.C.E.M.E. experience. Salary would be from \$275 to \$400 a month, depending on qualifications. Apply to Box No. 3024-V.

MISCELLANEOUS

ASSISTANT SUPERINTENDENT is required by the street railway department of a city in western Canada. This is a position with excellent post-war prospects for a young transportation engineer between 35 and 40 years of age, with at least five years' experience. Apply to Box No. 2956-V.

BUSINESS MANAGER, not necessarily a graduate, with some experience in handling people, a fair knowledge of construction and some business background, is required by an institution in Ontario. Candidates should be over forty years of age and preference will be given to a discharged service man, especially if disabled. Apply to Box No. 2979-V.

SALES AND SERVICE ENGINEER is required by a firm engaged in the manufacture of ball and roller bearings, should be an extrovert with engineering background, interested in sales work. Preliminary training will be given in engineering office in Toronto and position will involve considerable travelling. Salary between \$175 and \$200 a month. Apply to Box No. 2933-V.

STEAM PLANT ENGINEER or stationary engineer is required by a pulp and paper company in the St. Maurice Valley, to learn the pulp and paper business. Apply to Box No. 2956-V.

DRAUGHTSMAN is required by a corporation engaged in the production of synthetic rubber. Candidates must have experience in piping work. This position is in southern Ontario and would be worth between \$275 and \$300 a month. Apply to Box No. 2957-V.

DIRECTOR OF RESEARCH is required by a power and paper company in Ontario. Candidate must have considerable administrative experience and should have the degree of ph.d. The work would involve not only general pulp and paper research but the organization and operation of the research department which this company is planning to establish. Salary would be \$7500 a year or more. Apply to Box No. 2992-V.

SALES ENGINEERS are required by a company in Montreal engaged in the manufacture of insulating materials. Candidates must have technical education and preferably some plant operating and sales experience. Conversational knowledge of French desirable. Salary would be \$200-\$225 a month plus commissions. Apply to Box No. 2993-V.

MINING ENGINEER to give lectures to first two years of geology in a university in New Brunswick. Candidates must be available by September 15, 1945. Apply to Box No. 2990-V.

TWO SALES ENGINEERS between 25-35 years of age, with energy, common sense and a general engineering background are required to work in a small company in Ontario engaged in the manufacture of miscellaneous mechanical equipment. These positions are worth between \$200 and \$250 a month and have a very good future for the right men. Apply to Box No. 3001-V.

SEVERAL SALES ENGINEERS are required by a manufacturing company in southern Ontario. Candidates may be graduates or non-graduates in any kind of engineering and would attend a sales engineering school operated by this company for a year. Salary would be \$100 a month while learning in addition to any rehabilitation monies coming to them from the Government. Apply to Box No. 3004-V.

SEVERAL RECENT GRADUATES with good character and personality and general engineering background are required by an engineering company in Montreal to start on draughting or field work. Apply to Box No. 3009-V.

GRADUATE ENGINEER about 30, with two or three years general engineering experience is required for statistical work in connection with collective bargaining, job evaluation, etc., for a company in Montreal. Salary would be \$250 a month. Apply to Box No. 3011-V.

GENERAL SUPERINTENDENT, between 30 and 45 years of age with at least five years' experience in contracting and building is required by a firm of contractors and builders in the Montreal area. Salary would be from \$300 a month depending on experience. Apply to Box No. 3015-V.

SEVERAL ENGINEERING DRAUGHTSMEN, preferably ex-service men, 30 years or younger, are required by a paper company in the St. Maurice Valley. Salary would be between \$160 and \$250 a month depending on experience. Apply to Box No. 3023-V.

The following advertisements are reprinted from last month's Journal, having not yet been filled.

CHEMICAL ENGINEER. Young man about 25 years of age, preferably single because of travelling involved, and with experience of a year or more is required to become a sales engineer for an engineering firm in Montreal engaged in installation of acid resistant linings for pulp and paper machinery. The starting salary would be in the neighbourhood of \$200 a month. Apply to Box No. 2970-V.

CIVIL

CIVIL ENGINEER, recent graduate, is required by a construction company to start in their filing department and draughting room with the object of becoming thoroughly qualified for work in the field. Headquarters of this firm is in Montreal and the starting salary would be \$175 a month. Apply to Box No. 2916-V.

CIVIL ENGINEER to be trained from scratch, if necessary, as assistant to municipal engineer of township in southern Ontario. Starting salary \$160 a month. Apply to Box No. 2978-V.

CIVIL ENGINEER. A young graduate with some experience in construction work is required to assist in extension of airport facilities near Montreal. Salary open according to experience. Apply to Box No. 2991-V.

CIVIL ENGINEER, graduate, with land surveyor's certificate between the ages of 25 and 30 is required to work with a firm of consulting engineers and land surveyors in south-eastern Ontario with eventual prospect of partnership. Starting salary would be \$200 a month. Apply to Box No. 2950-V.

GRADUATE ENGINEER is required to take over management of a plant engaged in the production of lime in south-eastern Ontario. Candidates should be young men with some experience in construction and in organizing men and handling equipment. Good prospects for men with ideas and initiative to make this a really worthwhile project. This position is worth approximately \$300 a month. Apply to Box No. 2922-V.

CIVIL ENGINEER is required by a railway company in Montreal to act as an expert on structural steel and concrete as applied to buildings. This position is worth \$3000 a year. Apply to Box No. 2951-V.

CIVIL ENGINEERS. Several graduate engineers, either civil or mechanical between the ages of 25 and 30 are required to start as structural steel draughtsmen with the opportunity of becoming structural steel detailers as sales engineers. The starting salary varies with experience between \$185 and \$250 a month. Apply to Box No. 2961-V.

GRADUATE ENGINEER between 30-40 years of age is required to act as assistant professor in a university in central Canada, to supervise draughting in junior years and to do some lecturing on varied subjects with the department of civil engineering. This position would be worth approximately \$3000 a year. Apply to Box No. 2976-V.

ELECTRICAL

GRADUATE ENGINEER, electrical, mechanical or civil with two to three years' experience is required by a firm of specialists in scientific illumination to be trained to act as sales engineer for this firm. The training period will be spent in Toronto at \$180 a month. Apply to Box No. 2903-V.

ELECTRICAL ENGINEER, university graduate with general maintenance experience of not less than three years in any branch of sound engineering is required for the post of electrical maintenance supervisor. Salary for this position will be in the neighbourhood of \$2400 a year and the location will be in Ottawa. Apply to Box No. 2949-V.

ELECTRICAL ENGINEER, graduate under 35 years of age, bilingual, is required to be trained as assistant to the supervising engineer of the electrical commission of a large city in the province of Quebec. Salary during training period will vary with qualifications between \$2500 and \$3000 a year. Apply to Box No. 2963-V.

MECHANICAL

MECHANICAL ENGINEER, preferably with some experience in the pulp and paper industry, is required by a draughting and design firm with pulp and paper company in the Lake St. John district at a salary of approximately \$300 a month. Apply to Box No. 2911-V.

TWO SENIOR DRAUGHTSMEN with some knowledge of aircraft to work on modifications and repairs of aircraft. This company is situated in the Montreal area. Salary would be in accordance with the qualifications of the applicant. Apply to Box No. 2945-V.

MECHANICAL ENGINEER with tool and die experience and extensive background in intricate work such as small dies, instrument fitting, gauges, and similar experience in installation work covering motors, pumps, tanks, etc., is required to act as mechanical design and maintenance supervisor of a motion picture laboratory. This position will be in Ottawa at a salary of approximately \$3000 a year. Apply to Box No. 2930-V.

MECHANICAL ENGINEER, graduate, preferably with at least 3 years experience as junior mechanical engineer is required to work in the Drummondville plant of a large manufacturing company. Must be bilingual and will be responsible for assembling production schedules, maintaining quality standards and maintenance of equipment. Age preferably between 23-27 years. Salary to be discussed with applicant. Apply to Box No. 2756-V.

MECHANICAL ENGINEER, young man, bilingual, is required to act as assistant to the chief engineer of a firm engaged in the manufacture of soft drinks. He will be required to do most of the active mechanical engineering of the plant and must be willing to work at times in overalls but be able to represent the company in New York and Ontario, etc. This position is in Montreal at a salary in the neighbourhood of \$75 a week. Apply to Box No. 2900-V.

MECHANICAL ENGINEER with some experience in factory operation and routine, including machine shop and bench assembly operations, and if possible, some experience in the manufacture of wire and cable, telephone and switchboard assembly work is required by a firm engaged in this line in south-eastern Ontario. This position would entail establishing production standards through time and motion study, analysis of shop operations, etc. Candidates should be under 35 years of age and can expect a salary of between \$175 and \$250 a month depending on their experience. Apply to Box No. 2967-V.

MECHANICAL ENGINEERS. Several young graduates are required for work involving sales, service and design of mining machinery and pulp and paper equipment. Headquarters of this firm is in Montreal and new positions might be there or in one of their branches scattered across Canada. Salary would be open according to experience. Apply to Box No. 2975-V.

MISCELLANEOUS

SALES ENGINEER with some technical training, not necessarily a graduate, preferably bilingual, is required by a company engaged in sheet metal work. This position is in Montreal and the starting salary would be about \$175 a month. Apply to Box No. 2936-V.

DESIGNING ENGINEER with pulp and paper mill experience is required for a mill in Newfoundland. This position is worth between \$250 and \$350 a month depending on qualifications. Apply to Box No. 2931-V.

TWO WELDING APPRENTICES, young graduates, are required to work for a firm engaged in specialized welding jobs in the Montreal area. These men will start in the shop for a period of about six months and then proceed through a period in the draughting room into the field as sales engineers with good prospects for promotion for the right men. The salary during the training period will be the equivalent of the current shop rates. Apply to Box No. 2948-V.

SEVERAL ENGINEERS are required by a firm engaged in the manufacture of pressure vessels, storage tanks, steel plate work of all kinds. Candidates should be between 25 and 35 years old with general engineering background and ability to handle people. These positions will be in Toronto or Montreal at a salary of between \$180 and \$300 a month depending on experience. Apply to Box No. 3000-V.

GRADUATE ENGINEERS either civil or mechanical are required by a bridge company in the Montreal area for draughting and design work in connection with structural steel and mechanical equipment. An electrical engineer is also required for work in connection with wiring diagrams. These positions would be worth approximately \$225 a month. Apply to Box No. 2971-V.

CIVIL ENGINEER, recent graduate with emphasis on candidate's attitude and character rather than experience is required by a consulting engineer in Montreal at a salary varying between \$175. and \$225. a month depending on qualifications. Apply to Box No. 2977-W.

THE CIVIL SERVICE COMMISSION is on the lookout for engineers for four grades, 1, 2, 3 and 4 at salaries ranging from \$1600. to \$4200. a year. Further details and application forms will be sent on request.

THE DEPARTMENT OF PUBLIC WORKS in Ottawa is looking for two engineers, Grade 1, for public works reconstruction at a salary range of \$1800. to \$2400. a year.

THE DEPARTMENT OF MINES AND RESOURCES is contemplating the establishment of a number of positions, including surveyors engineers, Grade 1, 2 and 3 at salaries ranging from \$1800. to \$3200. a year; associate geologists and geologists at salaries ranging from \$2200. to \$4000. a year. There are also vacancies for senior Map draughtsmen and Mines engineers, Grade 1, at salaries between \$1800. and \$2100. a year. Forestry engineers, Grade 1, Hydrographers, Grade 1 and a Water and Power engineer are also required in this same salary range. A Forest Products engineer, Grade 3 is required in Vancouver at a salary of between \$2820. and \$3340. a year.

PROSPECTS OF BUSINESS WITH INDIA

A member of the Institute, located in the United States, has offered to establish contacts with the India Industrial Mission which is about to visit the United States, for any of the younger members of the Institute interested in possible positions in India, or for members who are in such positions where they may wish to establish business relations with India. Write Headquarters.

Situations Wanted

SALES ENGINEER, Mechanical engineer, M.E.I.C., P.E.Q., age 39, experienced in general machinery, boilers, pumps, mechanical equipment of buildings, etc., some sales experience, desires position as sales engineer with headquarters in Montreal, with progressive firm manufacturing or handling varied range of equipment. Apply to Box No. 270-W.

GRADUATE CIVIL ENGINEER, M.E.I.C., H.P.E., in B.C., 40 years of age, married, 8 years' experience as superintendent and field engineer on construction including skeleton steel, reinforced concrete and timber structures. Some experience in taking off quantities and in design of water distribution systems. Eleven years' experience in supervisory and managerial positions in manufacturing. At present engaged as factory manager in the manufacture of a line of engineering products. Seeking a permanent position in a well-established organization where there will be greater scope for my abilities. Will be available on reasonable notice, under W.B.T.F. regulations. Apply to Box No. 890-W.

TEACHER WANTED

The Winnipeg Public School Board wishes to secure a teacher for the Electrical Department of the Kelvin Technical High School, duties to commence September 1st, 1915. A graduate in electrical engineering having experience with electric motors and dynamos is preferred. Salary schedule: without university degrees — \$2,100, minimum, \$2,800, maximum; with university degrees — \$2,400, minimum, \$3,400 maximum.

Further information regarding duties and salary may be obtained from the Secretary-Treasurer, School District of Winnipeg, No. One, Winnipeg, Manitoba.

Professor of Electrical Engineering

University of London—The Senate invite applications for the Chair of Electrical Engineering tenable at King's College (salary £1,150). Applications must be received, not later than first post on 17th September, 1915, by the Academic Registrar, University of London, Richmond College, Richmond, Surrey, England, from whom further particulars should be obtained.

CIVIL ENGINEER desires part-time employment. Experience in design, estimating, draughting, supervising work, field engineer in municipal and highway works, also in heating, air conditioning and mining. Owns a dra. Apply to Box No. 1859-W.

GRADUATE PROFESSIONAL ENGINEER proposing to establish consulting engineering practice would like to confer with engineers interested in similar proposition. Must have experience in the various mechanical trades of the building industry. Apply to Box No. 2099-W.

GRADUATE MECHANICAL ENGINEER, M.E.I.C., with 16 years experience in Canada and abroad in tool machines, tool design, general machine design, shop and industrial engineering, and as chief industrial engineer in plant employing 6000 men. At present chief engineer with large aircraft manufacturing company in Montreal. Successful organizer, age 40, available shortly. Apply to Box No. 2302-W.

CIVIL AND MECHANICAL ENGINEER, M.E.I.C., H.P.E. (Que.), B. A. Sc. (honours) Toronto, desires administrative position with responsibility in an expanding and progressive industry. Applicant has ten years engineering and supervisory experience, four years in design, estimating, fabricating and erection of steel plate work, and six years in plant layout and design, mechanical equipment design and installation, and administration of engineering, maintenance and construction departments of a large plant. Excellent references. Available under W.B.T.F. regulations PO 2196. Apply to Box No. 2303-W.

CIVIL ENGINEER, Jr. E.I.C., age 31, married, (temporarily employed by Naval Service; four years general experience including road construction, draughting and design, purchasing, six years in government service, past four as resident engineer on Naval Base construction; desires position leading to purchasing work with large industrial or contracting company; location immaterial. Available on one month's notice. Apply to Box No. 2304-W.

GRADUATE MECHANICAL ENGINEER, M.E.I.C., with experience in design and manufacturing of pulp and paper machinery, for the past thirteen years superintendent in charge of maintenance and construction with large newspaper mills, is open for new engagement in position of responsibility. Immediately available under the regulations of the W.B.T.F. Apply to Box No. 2305-W.

GRADUATE CIVIL ENGINEER with 10 years experience in surveying, estimating, heavy construction, municipal work, water supply systems, etc., would prefer position with small contracting concern. Apply to Box No. 2306-W.

Registered professional engineer with considerable sales, administrative and technical experience, desires to open office representing electrical manufacturer. Apply to Box No. 2098-W.

WANTED

Two Mechanical Design Engineers

Experience in design, planning and estimating along some of the following lines is required: machinery layout, installation of mechanical power transmission equipment, pumps and piping, general machine design, steam piping and boiler house installations, conveying equipment and sawmill machinery.

Previous paper mill experience is very desirable but not essential.

APPLY TO:

PACIFIC MILLS LIMITED - Ocean Falls, B.C.

UNIVERSITY OF TORONTO REQUIRES ENGINEERING INSTRUCTORS

The Faculty of Applied Science and Engineering of the University of Toronto will require a considerable number of demonstrators, instructors, and lecturers to undertake teaching duty for classes of ex-service men in the Session 1915-16 and later. Applicants should be engineering or science graduates. They may in approved cases be permitted to do graduate study for an advanced degree. Salary will depend on experience and general qualifications.

Apply to the Secretary of the Faculty of Applied Science and Engineering, Mining Building, University of Toronto.

WANTED

One second hand Transit (light). Apply giving description and price to Box No. 89-S.

TO GRADUATE MEMBERS IN THE ARMED FORCES DESIRING REFRESHER OR POST-GRADUATE COURSES

July 16th, 1945

Gentlemen:

Many of you have expressed the desire to return to university after your release from the armed forces, for the purpose of taking either refresher or post-graduate courses. The following proposition is presented to you, as an interesting and useful solution.

The University of Toronto has need of a considerable number of demonstrators, instructors and lecturers for the coming session, in order to cope with the estimated influx of under-graduate engineers released by the services. The Dean of Engineering has stated that his faculty "will be glad to accept any reasonable number of men on part-time teaching duty and part-time graduate study, provided they are academically suited to undertake graduate work".

This suggestion has several obvious advantages. In the first place it should be possible thereby, to satisfy the desire for continued education of those of you who are qualified. In the second place you would be doing a very useful service in that otherwise the university may have difficulty in staffing itself adequately to deal with the undergraduate demand, to say nothing of the courses you yourselves wish to undertake. Thirdly, teaching is certainly the best way to learn, as many of you have discovered during the war.

Lastly, but not necessarily least, remuneration from the university will be on the basis of qualifications and experience, and would undoubtedly represent a more acceptable living allowance than that available to ordinary students under the Post-Discharge Re-establishment Order.

Please address inquiries to - The Secretary of the
Faculty of Applied Science and Engineering, Mining Building,
University of Toronto.

Yours sincerely,

D. C. MacCALLUM,
Rehabilitation Officer.

P.S. If the idea expressed above appeals to you, it may be possible to make the same arrangement with other Canadian Universities, and if you have a preference, write to me at Headquarters.

RECOMMENDATION NO. 45

COOPERATION WITH DEPARTMENT OF LABOUR, PROVINCE OF QUEBEC

In its Preliminary Recommendation the Commission drew attention to Bill No. 23 of the Quebec Parliament sanctioned during the 1945 Session and suggested that officials of the Department of Veterans' Affairs direct handicapped personnel to the retraining centres established, or to be established, in Quebec under the said legislation.

During its sittings at Quebec the Commission heard a further explanation of Bill No. 23 from the representative of the Provincial Department of Labour. It appeared from this explanation that it was intended that not only handicapped personnel but others would be directed to the apprenticeship centres referred to in the first paragraph as re-training centres, that they would in effect be articulated to such apprenticeship centres and would attend there for training at any time during which they were not employed in "On the Job" training. It was stated during the discussion that such persons while attending the re-training centre would be entitled to Benefit No. 2 under the Post-Discharge Re-Establishment Order (p. 387, Reference Manual), and during their periods "On the Job" would be entitled to benefits under P.C. 9597 (p. 539 of Reference Manual).

The Commission recommends:

(a) that full information as to the facilities available in any district under Bill No. 23 of the Quebec Parliament, Session 1945, existing from time to time, be obtained by the officers of the Department of Veterans' Affairs.

(b) that if the statements above made as to contribution by D.V.A. be correct the information be communicated to all concerned.

(c) that officers of the Department of Veterans' Affairs be advised to direct not only handicapped personnel but other suitable cases to the training centres established by commissions under the authority of the Quebec Department of Labour.

RECOMMENDATION NO. 46

PARITY COMMITTEES PROVINCE OF QUEBEC

During its sessions in Quebec the Commission was informed of the conventions set up by Parity Committees of employers and employed controlling wage rates, hours of labour and in some cases apprenticeship, in virtue of the labour legislation of the Province of Quebec.

The Commission was also informed that in approximately 50% of such conventions arrangements were made for the setting up of apprenticeship systems regulated by such Parity Committees for the particular trade and district in which the Committees were situated.

It was indicated to the Commission that in providing for apprenticeship systems of this nature the Provincial Government had followed the recommendations of the last convention organized by the International Labour Office.

It was stated to the Commission that the Government had advised all Parity Committees that where regulations regarding the age of apprentices might work a hardship to veterans such regulations should be suspended for the time being and that an Order-in-Council was contemplated to insure that such suspension of such regulations would be lawful.

It was also stated to the Commission that veterans in such systems would be entitled to benefits under P.C. 9597 but that up to date action in this matter had not been undertaken in this region.

The Commission recommends:

(a) that officials of the Department of Veterans' Affairs maintain close touch with all Parity Committees in their respective regions.

(b) that if the statement above made as to contribution by the Federal Government be correct confirmatory instructions be given to the officials of the Department.

(c) that in each region officials of the Department of Veterans' Affairs inform veterans of the benefits receivable by them while in apprenticeship under Parity Committees.

RECOMMENDATION NO. 47

DEPARTMENT OF LANDS AND FORESTS, PROVINCE OF QUEBEC

During its sessions at Quebec the Commission was informed of the projects for Forest Colonies and Forest Settlements elaborated by the Department of Lands and Forests.

Forest Colonies are groups of families who will receive grants of land under the Veterans' Land Act, 1942, and be established in villages in the centre of such grants, each village containing all necessary educational religious and social facilities. To such villages so established the Provincial Government would allocate the adjoining forest areas to be operated under a proper system of reforestation and exploitation. Operations would be carried on under a cooperative system.

Forest Settlements would be similar groups established on lands leased to private owners.

Prior to being placed on such Colonies and Settlements the settlers would receive training at the Provincial Forestry School at Duchesnay for a period long enough to give them at least such knowledge of silviculture, agriculture, horticulture and cooperation as is necessary to enable them to operate without too serious handicaps.

The Commission has been informed that the Provincial Government is prepared to commence operation of this plan at once.

The Commission recommends:

(a) that full information as to the Forest Colony and Forest Settlement Plan of the Government of Quebec be transmitted to personnel discharged from the Armed Forces who have been engaged in forest work during or prior to their service.

(b) that officers of the D.V.A. and N.S.S. be furnished with all necessary information.

(c) that all ex-Service personnel in training at Duchesnay receive Benefit No. 2 under the Post-Discharge Re-Establishment Order.

(d) that the D.V.A. officials earmark persons likely to be useful in such forest colonies as:

- i) community leaders
- ii) operators of cooperative undertakings
- iii) first aid nurses (e.g. sick berth attendants, nursing orderlies, hospital assistants, etc., male and female)

and maintain close contact with the Department of Lands and Forests with regard to the employment of such personnel in the Forest Colonies.

RECOMMENDATION NO. 48

SHORTAGE OF ACCOMMODATION, PROVINCE OF QUEBEC

1. During its sessions at Quebec the Commission interviewed Mr. Jean Bruchesi, Under-Secretary of the Province and a number of heads of departments and schools of the technical education system. During these meetings the representatives of the Government departments and schools declared their wish to cooperate with the Federal Government in every way possible.

It appeared, nevertheless, that there would be a very serious difficulty in one particular and the Commission considered that this should be drawn to the immediate attention of the Federal departments concerned.

2. Investigation has shown that there is at present in M.D. 5 (E District, D.V.A.) a disproportionately large group of persons in receipt of Benefit No. 1 under the Post-Discharge Re-Establishment Order. Brigadier Blais, the D.O.C. M.D.5, Major A.J. Lapointe, the district representative of the D.V.A. and Mr. Bruchesi, the Provincial Under-Secretary, were all of the opinion that among these there was a very large proportion of persons who would benefit by a trades training and should receive trades training, that the number who had applied was very small, and that this situation could only be combatted by very careful counselling.

3. The Under-Secretary of the Province stated that the Provincial Government was ready to carry on trades training courses in Montreal provided that accommodation could be obtained and had already earmarked some large buildings now under the control of the Federal Government as available for such accommodation.

4. Apart from the above-mentioned buildings in Montreal there is a limited amount of space available at other centres for trades training.

5. If a large number of trades trainees are directed to Montreal they could be trained there, but since Montreal is an extremely congested area there would be at present nowhere available for them to live. The result is a dilemma which must be solved.

The Commission recommends:

That a body be set up in Montreal consisting of a representative of the Provincial Government, a representative of the Canadian Legion, a representative of the Department of Veterans' Affairs, with Mr. J.L.E. Price, or other person acceptable to all concerned, as Chairman, to make the necessary arrangements for buildings for technical instruction and housing for students.

FRENCH CANADIAN VETERANS IN WESTERN CANADA

The commission has received from representatives of the French speaking communities in the neighbourhood of Edmonton and St. Boniface written applications requesting that French speaking veterans from those areas who are considered entitled to Benefit No. 5 under the Post-Discharge Re-Establishment Order be permitted to receive their University education in Universities and Colleges of the French language and that in each of those areas a French speaking official be appointed as a counsellor for them as well as for other French language veterans who require counselling.

2. Inquiries as to the numbers affected have given the following results:

- (a) In the St. Boniface area, twenty parishes, i.e. about one-third of the total, show 1,685 recruits of whom 800 come from St. Boniface.
- (b) In the Edmonton area, a total of about 1,800 recruits, mainly volunteers.

3. One of the principal activities in both areas is agriculture and it has been suggested to the Commission that careful consideration should be given to insuring that students sent to Universities for Agricultural study receive an agricultural education suitable for the area where they propose to live. Copies of the applications referred to are attached.

The Commission recommends:

That arrangements be made in cooperation with the Rev. A. D'Eschambault at St. Boniface and the Rev. P. E. Breton at Edmonton, and committees to be formed by them, for the appointment of French speaking counsellors for French speaking veterans in those areas, such counsellors to be available not only to advise applicants for Benefit No. 5 but also others as suggested by the requests forwarded to the Commission.

RECOMMENDATION NO. 50

EDUCATIONAL COUNSELLORS WITH D.V.A.

During its visits to various centres in Canada the Commission has had occasion to interview a large number of University and school authorities concerning the credits which might be given in Universities and other school systems in respect of courses followed, instruction received and experience gained in the Armed Services. To all these authorities the Commission has submitted for consideration the material contained in Appendices 1, 2 and 3 of its Interim Report, and the Liaison Officers representing the Navy, Army and Air Force have explained as fully as possible the import of the syllabus pages describing the courses given and trade qualifications obtained in the three Services.

2. The Commission has found in all Universities and in all educational systems a most earnest desire to recognize the value of work done in the Armed Services and a complete willingness to accept assistance and information given toward that end.

3. Nevertheless, in a very large number of cases the educational authorities stated that they would prefer to consider each person on his merits using the syllabi as guides. In other cases, in which definite credits were agreed upon, there appears to be, in spite of the discussions which have taken place, such difference between the credits accorded by different provinces and different Universities as to indicate that the value of the work done in the Services is not adequately understood.

4. The Commission has been deeply impressed by evidence given at all points to the effect that adequate counselling by officers of the Department of Veterans' Affairs is of the highest importance. The Commission believes that good counselling by persons possessed not only of a knowledge of counselling methods but of a knowledge of the calling or activity concerning which they are giving advice and of the extent and value of training and

experience in the Armed Services to be the most important factor in the success of the very excellent plans which have been made by the Federal Government. At certain points officials of the D.V.A. have themselves stated that counselling is not fully satisfactory. In view of the fact that so very large a proportion of veterans have stated their desire for University education, that many of them are better suited to some other form of training, and that Benefit No. 5 is of such high relative value, the Commission considers counselling in this field to be of supreme importance.

5. The Commission has come to the conclusion that the only satisfactory method of insuring continuous and adequate consideration of Service courses and Service experience by educational authorities is to provide such authorities with competent advisers.

The Commission recommends:

That there be attached to, or placed in close contact with, the governmental authorities of each province, three persons, one from each Armed Service, each with a thorough knowledge of the trades training given in such Service and a general knowledge of other courses given and experience gained in the Service with which he is concerned.

This recommendation is only made after many discussions and much consideration and the Commission considers it to be essential to insuring the success of the task for which the Commission was created.

RECOMMENDATION NO. 51

Rehabilitation of Entertainers

It has been brought to the attention of the Commission that there is a very considerable number of personnel in the Armed Services whose employ in the Services has been limited to organized and approved entertainments, musical and otherwise, and that it might greatly facilitate their re-establishment in civil life if the Federal Government were to request firms in the industries concerned to grant a preference in employment to musicians and other entertainers who may be discharged from the Armed Services.

2. The Commission has had an opportunity of discussing the further training of veteran musicians with the music instructor for the Canadian Legion Educational Services attached to the Toronto Conservatory of Music, who has expressed his willingness to accept the task indicated below.

The Commission recommends:-

- (a) 1. That set examinations, either oral or written or both, be prepared by the Toronto Conservatory of Music, through the music instructor for the Canadian Legion Educational Services or by any institution of similar standing willing to undertake a like task, which examination might be taken by the above named personnel who so desire, in order to determine the standards of their musical knowledge, and that credits obtained in such examinations be generally accepted by educational institutions in which music is either a prerequisite or a credit in courses.
 2. That information concerning the standards which may be established in these examinations be communicated to the Services without delay so that individuals may prepare themselves for examinations prior to discharge.
 3. That personnel be eligible to sit those examinations within one year of discharge.
 4. That courses leading to such instruction might be treated either as university courses or as correspondence courses for the purpose of assisting veterans to complete them.
- (b) That with regard to the future employment of such musicians and entertainers local committees communicate with persons mentioned on the attached lists 1 and 2.

LIST OF BROADCASTING STATIONS IN CANADA

AUGUST, 1945.

<u>STATIONS</u>	<u>LOCATION</u>	<u>MAIL ADDRESS</u>	<u>AUTHORIZED FREQUENCY</u>	<u>OPERATING POWER</u>
CHNS	Halifax	Major W. C. Borrett Managing Director, Stations CHNS, CHNX Broadcasting House, Tobin Street, Halifax, Nova Scotia.	960	1,000
CBH	Halifax	George Young, Esq., Maritime Regional Representative, Canadian Broadcasting Corporation, United Service Building, 100 Sackville Street, Halifax, Nova Scotia.	1,240	100
CJCH	Halifax	Jim Humphreys, Esq., Manager, Station CJCH, Lord Nelson Hotel, Halifax, Nova Scotia.	1,320	100
CJLS	Yarmouth	Laurie L. Smith, Esq., Manager Station CJLS, 529 Main Street, Yarmouth, Nova Scotia.	1,340	100
CJFX	Antigonish	Clyde Nunn, Esq., Managing Director, Station CJFX, Antigonish, Nova Scotia.	560	1,000 DA
CJCB		N. Nathanson, Esq., Manager, Stations CJCB & CJCX, 318 Charlotte Street, Sydney, Nova Scotia.	1,270	1,000
CFCY	Charlottetown	Lieut.-Col. K. S. Rogers, Managing Director, Station CFCY, 85 Kent Street, Charlottetown, P. E. I.	630	5,000 D 1,000 N
CHGS	Summerside	R. L. Mollison, Esq., Manager, Station CHGS, Holman Building, 190 Water Street, Summerside, P. E. I.	1,480	100
CBA	Sackville	George Young, Esq., Maritime Regional Representative, Canadian Broadcasting Corporation, United Service Building, 100 Sackville Street, Halifax, Nova Scotia. (Transmitter located at Sackville, N. B.)	1,070	50,000
CKCW	Monoton	F. A. Lynde, Esq., Manager, Station CKCW, Knights of Pythias Hall, Monoton, New Brunswick.	1,400	250
CHSJ	Saint John	L. C. Rudolf, Esq., Manager, Station CHSJ, 14 Church Street, Saint John, New Brunswick.	1,160	1,000

CFNB	Fredericton	J. Stewart Neill, Esq., Manager, Station CFNB, c/o James S. Neill & Sons Ltd., Fredericton, New Brunswick.	550	1,000
CKNB	Campbellton	C. S. Chapman, Esq., Manager, Station CKNB, Campbellton, New Brunswick.	950	1,000 DA
CJEM	Edmunston	G. A. Landry, Esq., Manager, Station CJEM, Edmunston, New Brunswick.	1,240	250
CHNC	New Carlisle	Dr. Charles Houde, Manager, Station CHNC, New Carlisle, P. Q.	610	1,000
CJBR	Rimouski	G. A. Lavoie, Esq., Manager, Station CJBR, 1 St. Jean Street, Rimouski, P. Q.	900	1,000
CBJ	Chicoutimi	V. Fortin, Esq., Manager, Station CBJ, Chicoutimi, P. Q.	1,580	1,000
CHGB	Ste. Anne de la Pocatiere	Georges-Thomas Desjardins, Esq., Manager, Station CHGB, Ste. Anne de la Pocatiere, P.Q.	1,230	250
CHRC	Quebec	J. N. Thivierge, Esq., Manager, Station CHRC, 11 Bunde Street, Quebec, P. Q.	800	1,000 DA
CKCV	Quebec	Paul Lepage, Esq., Manager, Station CKCV, 142 St. Jean Street, Quebec, P. Q.	1,340	250
CBV	Quebec	M. Valiquette, Esq., Manager, Station CBV, Palais Montoalm Hotel, Quebec, P. Q.	980	1,000
CHLN	Three Rivers	Leon Trepanier, Esq., Manager, Station CHLN, Hotel Chateau de Blois, Three Rivers, P.Q.	1,450	250
CJSO	Sorel	Leo Charlebois, Esq., Manager, Radio Station CJSO, Sorel, P.Q.	1,400	100
CHLT	Sherbrooke	A. Gauthier, Esq., Manager, Station CHLT, Sun Life Building, 5 Marquette Street, Sherbrooke, P. Q.	1,240	250
CFCF	Montreal	J. A. Shaw, Esq., Manager, Stations CFCF & CFCX, 1231 St. Catharine Street West, Montreal, P. Q.	600	500
CHLP	Montreal	M. Lefebvre, Esq., Manager, Station CHLP, Sun Life Building, Montreal, P. Q.	1,490	250

CKAC	Montreal	Phil Lalonde, Esq., Manager, Station CKAC, 980 St. Catherine Street West, Montreal, P.Q.	730	5,000
CBM CBF	Montreal	O. Renaud, Esq., Manager, Stations CBM & CBF, 1231 St. Catherine Street West, Montreal, P.Q.	940 690	5,000 50,000
CKCH	Hull	Miss Laurette Anyot Commercial Manager, Station CKCH, 85 Champlain Avenue, Hull, P. Q.	1,240	250
CKVD	Val D'Or	Lucien Godin, Esq., Manager, Station CKVD, 586 Third Avenue, Val D'Or, P. Q.	1,230	100
CHAD	Amos	Joseph Duguay, Esq., Manager, Station CHAD, Amos, P. Q.	1,340	250
CKRN	Rouyn	Jean Legault, Esq., Manager, Station-CKRN, Riley Hardware Building, Rouyn, P. Q.	1,400	100
CKCO	Ottawa	Dr. G. M. Geldert, Manager, Station CKCO, 272 Somerset Street, Ottawa, Ontario.	1,310	1,000DA-N
CBO	Ottawa	G. P. Wright, Esq., Manager, Station CBO, Chateau Laurier Hotel, Ottawa, Ontario.	910	1,000
CHOV	Pembroke	E. G. Archibald, Esq., Manager, Station CHOV, Pembroke, Ontario.	1,340	250
CKSF	Cornwall	H. Harrison Flint, Esq., Manager, Station CKSF, Cornwall, Ontario.	1,230	250
CFBR	Brookville	J. C. Whitby, Esq., Manager, Station CFBR, Room 2, Fulford Building, Brookville, Ontario.	1,450	100
CKWS	Kingston	Roy Hoff, Esq., Manager, Station CKWS, Whig-Standard Building, Kingston, Ontario.	960	1,000 DA
CFRC	Kingston	Dr. W. E. McNeill, Radio Station CFRC, Queen's University, Kingston, Ontario.	1,490	100
CHEX	Peterborough	H. E. Cooke, Esq., Manager, Station CHEX, Peterborough, Ontario.	1,430	1,000 DA

CBL	Toronto	D. Claringbull, Esq., Ontario Regional Representative, Canadian Broadcasting Corporation, 805 Davenport Road, Toronto 4, Ontario.	740	50,000
CJBC	Toronto	Spence W. Caldwell, Esq., Manager, Station CJBC, 805 Davenport Road, Toronto 4, Ontario.	1,010	5,000
CFRB	Toronto	Harry Sedgwick, Esq., Managing Director, Radio Stations CFRB & CFRX, 37 Bloor Street West, Toronto 5, Ontario.	860	10,000
CKEY	Toronto	Jack K. Cooke, Esq., President & General Manager, Radio Station CKEY, 444 University Avenue, Toronto 2, Ontario.	580	6,000DA-D 1,000DA-N
CKOC	Hamilton	W. T. Cranston, Esq., Manager, Station CKOC, Wentworth Building, Hamilton, Ontario.	1,160	1,000 D 500 N
CHML	Hamilton	K. D. Soble, Esq., Manager, Station CHML, Pigott Building, Hamilton, Ontario.	900	1,000
CKTB	St. Catharines	Major H. B. Burgoyne, Manager, Station CKTB, 12 Yates Street, St. Catharines, Ontario.	1,550	1,000
CKCR	Kitchener	W. C. Mitchell, Esq., Manager, Station CKCR, Waterloo Trust Building, Kitchener, Ontario.	1,490	250
CPPL	London	Manager, Station CPPL, c/o London Free Press, London, Ontario.	1,570	1,000 DA
CFCO	Chatham	John Beardall, Esq., Manager, Station CFCO, Post Office Box 275, Chatham, Ontario.	630	100
CHCS	Stratford	S. E. Tapley, Esq., Manager, Station CHCS, Windsor Hotel, Stratford, Ontario.	1,240	50
CKPC	Brantford	Mrs. J. D. Buchanan, Manager, Station CKPC, 49 Colborne Street, Brantford, Ontario.	1,380	100
CKLW	Windsor	J. E. Campeau, Esq., Manager Director, Station CKLW, Guaranty Trust Building, Windsor, Ontario.	800	5,000

CKNX	Wingham	W. T. Cruickshank, Esq., General Manager, Station CKNX, Wingham, Ontario.	920	1,000DA-N
CFOS	Owen Sound	Ralph Snelgrove, Esq., Acting Manager, Station CFOS, c/o Daily Sun-Times, Owen Sound, Ontario.	1,400	250
		Manager, Station CHPS, James Street, Parry Sound, Ontario.		
CFCH	North Bay	C. O. Pickrem, Esq., Manager, Station CFCH, Capitol Theatre Building, North Bay, Ontario.	600	100
CJKL	Kirkland Lake	Clair Chambers, Esq., Manager, Station CJKL, R & E Building, Kirkland Lake, Ontario.	560	1,000
CKGB	Timmins	H. C. Freeman, Esq., Manager, Station CKGB, Press Building, Timmins, Ontario.	1,470	1,000
CKSO	Sudbury	Don McGill, Esq., Manager, Station CKSO, 23 Elgin Street, Sudbury, Ontario.	790	1,000
CJIC	Sault Ste. Marie	J. G. Hyland, Esq., Manager, Station CJIC, Post Office Drawer 504, Sault Ste. Marie, Ontario.	1,490	250
CFPA	Port Arthur	Ralph Parker, Esq., Manager, Station CFPA, Public Utilities Building, Port Arthur, Ontario.	1,230	250
CKPR	Fort William	H. F. Dougall, Esq., General Manager, Station CKPR, Radio Hall, Fort William, Ontario.	580	1,000
CKFI	Fort Frances	John H. Reid, Esq., Manager, Station CKFI, Fort Frances, Ontario.	1,340	250
CJRL	Kenora	Howard Clark, Esq., Manager, Station CJRL, Kenricia Hotel, Kenora, Ontario.	1,220	1,000
CKRC	Winnipeg	G. Gaetz, Esq., Manager, Stations CKRC, CKRO & CKRX, Free Press Building, 300 Carlton Street, Winnipeg, Manitoba.	630	1,000

CKY	Winnipeg	W. H. Backhouse, Esq., Manager, Station CKY, Manitoba Telephone System Building, Winnipeg, Manitoba.	990	15,000
CKX	Brandon	W. F. Seller, Esq., Manager, Station CKX, Brandon, Manitoba.	1,150	1,000
CFAR	Flin Flon	G. B. Quinney, Esq., Manager, Station CFAR, 75 Hill Street, Flin Flon, Manitoba.	1,230	250
CJGX	Yorkton	R. J. Priestly, Esq., Manager, Station CJGX, Yorkton, Saskatchewan.	1,460	1,000
CKCK	Regina	H. A. Crittenden, Esq., Manager, Station CKCK, 1853 Hamilton Street, Regina, Saskatchewan.	620	1,000
CKRM	Regina	William A. Spoor, Esq., Manager, Station CKRM, Fidelity Life Building, Regina, Saskatchewan.	980	1,000
CBK	Watrous	James Finlay, Esq., Prairie Regional Representative, Canadian Broadcasting Corporation, 300 Manitoba Telephone System Building, Winnipeg, Manitoba. (Transmitter located at Watrous, Sask.)	540	50,000
CHAB	Moose Jaw	H. Carson Buchanan, Esq., Manager, Station CHAB, Grant Hall Hotel, Moose Jaw, Saskatchewan.	800	1,000
CFQC	Saskatoon	A. A. Murphy, Esq., Manager, Station CFQC, 216 First Avenue, Saskatoon, Saskatchewan.	600	1,000
CKBI	Prince Albert	Lloyd E. Hoffat, Esq., Manager, Station CKBI, Sanderson Block, Central Avenue, Prince Albert, Saskatchewan.	900	1,000
CFGP	Grande Prairie	C. L. Berry, Esq., Manager, Station CFGP, Northern Broadcasting Bldg., Grande Prairie, Alberta.	1,350	1,000
CHCA	Edmonton	G. S. Henry, Esq., Manager, Station CJCA, Birks Building, Edmonton, Alberta.	930	1,000
CFRN	Edmonton	G. R. A. Rice, Esq., Manager, Station CFRN, 109 C. P. R. Building, Edmonton, Alberta.	1,260	1,000

CKUA	Edmonton	F. Walker Blake, Esq., Manager, Radio Station CKUA, Director, Dept. of Extension, University of Alberta, Edmonton, Alberta.	580	1,000
CFCN	Calgary	H. Gordon Love, Esq., Manager, Stations CFCN & CFVP, Toronto General Trusts Building, Calgary, Alberta.	1,010	10,000
CJGJ	Calgary	Donald H. MacKay, Esq., Manager, Station CJGJ, Renfrew Building, Seventh Ave. W., Calgary, Alberta.	1,230	100
CFAC	Calgary	A. M. Cairns, Esq., Manager, Station CFAC, Southam Building, Calgary, Alberta.	960	1,000
CJOC	Lothbridge	Norman Botterill, Esq., Manager, Station CJOC, Marquis Hotel, Lethbridge, Alberta.	1,060	1,000
CKLN	Nelson	John B. Stark, Esq., Manager, Station CKLN, Post Office Box 250, Nelson, B. C.	1,240	250
CFJC	Kamloops	Ralph E. White, Esq., Managing Director, Station CFJC, 209 Victoria Street, Kamloops, B. C.	910	1,000
CKOV	Kelowna	J. W. B. Brown, Esq., Manager, Station CKOV, Post Office Box 1515, Kelowna, B. C.	630	1,000
CJAT	Trail	E. C. Ayles, Esq., Manager, Station CJAT, 815 Victoria Street, Trail, B. C.	610	1,000
CKWX	Vancouver	F. H. Elphicke, Esq., Manager, Stations CKWX & CKFX, 543 Seymour Street, Vancouver, B. C.	980	1,000
CBR	Vancouver	Ira Dilworth, Esq., B. C. Regional Representative, Canadian Broadcasting Corporation, Hotel Vancouver, Vancouver, B. C.	1,130	5,000
CKMO	Vancouver	Dan Sheridan, Esq., Manager, Station CKMO, 812 Robson Street, Vancouver, B. C.	1,410	100
GJOR	Vancouver	G. C. Chandler, Esq., Director, Station GJOR, Hotel Grosvenor, 846 Howe Street, Vancouver, B.C.	600	1,000

CKNW	New Westminster	William Rea, Jr., Esq., Manager, Station CKNW, Windsor Hotel, 736 Columbia Street, New Westminster, B. C.	1,230	250
CJVI	Victoria	H. V. Chesnut, Esq., Manager, Station CJVI, Radio Centre, Central Building, Victoria, B. C.	900 1,480	1,000 D 250 H
CHWK	Chilliwack	Jack Pelling, Esq., Managing Director, Station CHWK, 16 Wellington Street, Chilliwack, B. C.	1,340	100
CFPR	Prince Rupert	C. H. Insulander, Esq., Manager, Station CFPR, Prince Rupert, B. C.		

COMPILED BY:

Station Relations Division,
Canadian Broadcasting Corporation,
354 Jarvis Street,
Toronto 5, Ontario.

Attachment to Recommendation No. 51

List No. II

Canadian National Hotels

Canadian Pacific Hotels

Canadian Hotel Association

Canadian Steamship companies such as:

Canada Steamship Lines, C.P. Steamships, C.N. Steamships,
Great Lakes and St. Lawrence Passenger Ships Companies.

Independent Canadian Film Producers such as:

North West Film Company, Odeon Theatres, Associated Screen Ltd.

Recording and Mechanical sound reproduction firms such as:

Victor, Columbia, Decca, etc.

Community Bands and Symphonic Orchestras.

High School and Cadet Corps

Civic, Provincial and Federal exhibitions

Chateaus and Travelling Shows

Theatre Companies such as:

Famous Players, Loews, etc.

Dance Hall and Night Club Operators

Canadian Advertising Association

Canadian advertising companies such as:

Walter Thompson, McKim and Cockfield, Brown.

RECOMMENDATION NO. 52
LABORATORY TECHNICIANS

The Commission has been informed of the work done in the Armed Services by laboratory technicians and of the following provision concerning examinations of the Canadian Society of Laboratory Technologists:

"Until July 1st, 1945, the Canadian Society of Laboratory Technologists will admit to the examinations for general membership candidates who have adequate educational requirements but who have not graduated from approved schools for laboratory technicians. After that date only graduates of approved schools may be admitted to the C.S.L.T. examinations for general membership."

The Commission has inquired of the schools mentioned on the list attached whether they would be willing to conduct courses for laboratory technicians in order to enable them to pass the requisite examinations, and has received favourable answers in many cases.

The Commission recommends:

(a) That this information be transmitted to the Department of Veterans' Affairs and to the Director of Canadian Vocational Training.

(b) That persons who have served as laboratory technicians with the Armed Services be afforded the opportunity to pass the examinations necessary for admission to the Canadian Society of Laboratory Technologists, being provided with any necessary classes under arrangements to be made by D.V.A. and C.V.T. officials with the schools mentioned.

ATTACHMENT TO RECOMMENDATION NO. 52

Victoria General Hospital,
Halifax, N.S.

Saint John General Hospital,
Saint John, N.B.

Hotel Dieu de Montreal,
Montreal, Que.

Hopital Saint Luc,
Montreal, Que.

Hopital Sainte-Justine,
Montreal, Que.

Ottawa Civic Hospital,
Ottawa, Ont.

Kingston General Hospital,
Kingston, Ont.

St. Michael's Hospital,
Toronto, Ont.

Toronto Western Hospital,
Toronto, Ont.

Toronto General Hospital,
Toronto, Ont.

Hamilton General Hospital,
Hamilton, Ont.

Mountain Sanatorium,
Hamilton, Ont.

St. Boniface Hospital,
St. Boniface, Man.

St. Vincent de Paul General Hospital,
Sherbrooke, Que.

Regina General Hospital,
Regina, Sask.

Regina Grey Nun's Hospital,
Regina, Sask.

Saskatoon City Hospital,
Saskatoon, Sask.

St. Paul's Hospital,
Saskatoon, Sask.

Victoria Hospital,
London, Ont.

RECOMMENDATION NO. 53

DENTAL TECHNICIANS

The Commission has observed the existence in the Army of Dental Technicians groups A, B and C, as shown in the Syllabus Sheets, and learned that some of such persons desire to obtain certificates of competency.

The Commission recommends:

That such persons be permitted to obtain such certificates in Canadian or United States institutions with the proper assistance.

RECOMMENDATION NO. 54

REHABILITATION OF AIRCREW

The Royal Canadian Air Force has prepared a brief and a series of suggestions respecting the rehabilitation of aircrew which reads as follows:

1. Aircrew, representing approximately one-third of the total R.C.A.F. strength, constitute a formidable body in the rehabilitation programme of Service Personnel. Aircrew can scarcely be considered as a homogeneous body in view of the varied qualifications and duties of the respective branches. Whether a would-be member of aircrew became a navigator, pilot, wireless operator, etc., depended in part upon his preference but essentially upon his academic background and his classification and aptitude test scores. The academic standards for pilots and navigators were somewhat higher than for the others because of the course requirements and the more onerous responsibilities, but one cannot conclude that a pilot has more general ability than a wireless operator, since each is a very skilled trade. Consideration, however, should be given to the types and qualities of courses taken in considering the qualifications of aircrew for civilian training and occupation. If the purpose of education is to train people to think and to apply themselves to a specific task then certain members of aircrew should be rated very highly.

2. The typical ex-operational navigator or pilot on being discharged will have either senior matriculation or the equivalent, based on pre-aircrew education courses, (5-10% have had university training); will have completed 15 months to 2 years of intensive training ranging from Initial Training Schools to Operational Training Units, plus specialist courses; will have completed one or more tours of operations, endured physical and emotional strain; will on discharge be from 22-30 years of age (although mature beyond his years); will probably have been married in the meantime; will either desire to return to some occupation or require university or vocational training with the assurance that some position will be made available on completion of course.

3. An analysis of intended use of Government Rehabilitation benefits from Personnel Counselling reports indicates the following trend for the Air Force in general:

University training, or U.T. and small holding	25%
Vocational training, or V.T. and small holding	30%
Re-establishment credit	15%
Full time farming	6%
Small holding and other employment	<u>9%</u>
	30%
Undecided	<u>15%</u>
TOTAL	100%

While no separate statistics are presently available for discharged aircrew members, it is not anticipated that the statistics for aircrew would be essentially different. The average age for discharged aircrew, however, would be somewhat lower than the overall average. A slightly larger percentage would require university training and

a slightly lower percentage vocational training. It is estimated that from 7,500 - 8,000 members of aircrew will desire university training and possibly 8,000 - 9,000 vocational training. This implies that additional junior colleges and technical institutes will have to be set up to absorb this larger enrollment which will be augmented by the enrollment of ground crew and administrative personnel from the Air Force and discharged personnel from the Army and Navy.

4. As to qualifications or university entrance and academic credits it is felt that some consideration should be given to the experience of and courses taken by the various branches of aircrew. Aircrew desirous of entering university should not be assessed solely in terms of the amount of education they had before induction, for they will have had experiences and assumed responsibilities of educative value during the war. Aircrew will have been accustomed to intensive education methods during their period of training and will be anxious to complete their civilian training as quickly as possible in order to get on with their careers.

5. Of those desirous of returning to university, it is estimated that 40% wish to take engineering courses - Aeronautical, chemical, civil, electrical, geological, mechanical, metallurgical, mining, and petroleum; 10% commercial courses; 10% accountant courses; 5% agriculture; 6% medicine; 3% each for law, forestry, education, dentistry, etc.

6. While opportunity for employment is the only satisfactory aim of all re-establishment planning, it is not deemed advisable to make recommendations regarding types of employment suitable for discharged aircrew. With due regard, however, to the specialized service training received by aircrew, possibly some may be absorbed directly by commercial aviation.

7. The following suggestions are respectfully submitted to the Royal Commission:

- (i) That consideration be given to types of courses taken by the various branches of aircrew trades in order to ascertain the natural bent of aircrew personnel for certain fields of endeavour.
- (ii) That academic credits be given for course taken in mathematics, physics, navigation, etc. These credits have been categorized in a separate brief. (If certain credits are given to a service man entering first year university, additional time would be made available for the university entrant to bring himself up to the requisite standard in those matriculation subjects in which he may show a weakness).
- (iii) That service men be given preference in university enrollment and information obtained as to the possible number of students that might be absorbed.
- (iv) That actual information be obtained as to the numbers required in the various professions and in the industrial, commercial, agricultural and aviation world in order that service men be directed to courses that give some assurance of employment.
- (v) That if the universities are unable to absorb the increased enrollment from the forces, Joint Service Junior Colleges, the equivalent of the "Khaki" University in the United Kingdom, be instituted to train service personnel in 1st and 2nd year university subjects. These junior "colleges could be staffed by professors and teachers now in uniform.

(vi) That in view of the industrialization of Canada and the mechanical inclination of service personnel, an Institute of Technology be established in Canada. "

2. The Commission has, from the inception of its efforts, been deeply impressed by the serious problem presented by so large a number of young men who have demonstrated their possession of courage, initiative, energy, and in most cases, of considerable academic and technical knowledge.

3. The Commission takes special note of the proposal for the establishment of Joint Service Junior Colleges made in suggestion 7 (v). With respect to this proposal the Commission is unable to recommend any action pending further information as to the numbers who require training.

The Commission recommends:

As to suggestion 7(i), that a further brief be prepared by the R.C.A.F. on this subject and submitted for consideration and forwarding to the Departments of Labour and Veterans' Affairs.

As to suggestion 7(ii), that the officers or other persons to be appointed under Recommendation No. 50 endeavour to insure the granting of proper credits.

As to suggestion 7(iii), that in accordance with the proposals already made by the Commission to the Universities that the latter be invited to give the preference suggested, except in cases where it would manifestly be against public interest to exclude particularly desirable civilian students.

As to suggestion 7(iv), that the proper branch of the Department of Labour undertake such a survey if one is not already under way.

As to suggestion 7(v), that the matter be referred to the special committee set up under P.C. 3206, May 3rd, 1945.

As to suggestion 7(vi), that this matter also be referred to the committee set up under P.C. 3206, May 3rd, 1945.

RECOMMENDATION NO. 55

UNIVERSITY OF MANITOBA

The Commission has received from the University of Manitoba a letter which reads as follows:

"We have been requested by President H.P. Armos to furnish you with a list of Army buildings situated on our campus that we would be interested in acquiring. They are as follows:

Garage - Frame, 30' x 100'
Officers' Mess - H Hut frame construction.
Wings 26' x 80'
Mess Hall - Frame construction; will seat 500 persons.
Rifle Range - Concrete building 50' x 110'.
Five standard frame army huts 26' x 120'.
H Hut - Consists of two of the above huts connected by a section about 26' x 40'.
C.W.A.C. Sleeping Hut - Irregular in shape but somewhat larger than the usual army hut.
C.W.A.C. Recreation Hut - Irregular in shape and about the same as above.

In addition to the foregoing there are a number of smaller items such as the gas house, disinfecting hut and rifle range hut.

The terms under which the Department of National Defence has use of certain of our buildings required them to rehabilitate them to their former condition on turning them back. We are now discussing the settlement with them and we hope that it will involve their leaving with us all buildings and installations erected on our grounds by them. If this happens we presume that it will not be necessary for them to pass through War Assets."

The Commission recommends:

That as it is not sufficiently informed as to the status of the buildings in question the matter be referred to the Committee or Commission, the setting up of which was proposed in Interim Recommendation No. 24.

RECOMMENDATION NO. 56

RETRAINING OF PILOTS, R.C.A.F.

1. The Commission heard during its sessions at Winnipeg the evidence of Mr. W. F. English, Vice-President in charge of operations, T.C.A. Mr. English stated that the T.C.A. had already engaged a number (80) of R.C.A.F. bomber pilots. The Company had set up a retraining scheme under which pilots receive training approximately as follows:

Link trainer - 20 hrs.

First Officer preliminary - 20 hrs.

First Officer line service - 105 hrs.

It has been found that up to date eighteen months is necessary. Many trainees feel this to be too little and the course may be lengthened to two years.

2. The cost, entirely borne by T.C.A., is as follows:

Link Trainer - 20 hrs. at \$4.93 per hour	\$ 98 60
Flight Training - First Officer - before assignment to Line Service - 20 hrs. at \$71.42 per hour	1 428 40
Flight Training - Prior to promotion to Captain - 105 hrs. at \$71.42 per hour	7 499 10
Salary First Officer while training - 2 mos. at \$269.93 per mo.	539 86
Travelling & Living Expenses while undergoing training	215 50
Assignment Expenses - Transfer of household effects, travelling and living expenses to assigned base	<u>500 00</u>
	<u>\$ 10 281 46</u>

Analysis of Hourly Rate - Link Trainer expense

Instructor's Salary	\$ 3 36	
Maintenance - Link Trainer	51	
Depreciation	<u>1 06</u>	\$ 4 93

Analysis of Hourly Rate - Flight Training

Salary of Instructors & Check Pilots	\$ 8 53	
Insurance - Personnel	24	
Gas & Oil	20 80	
Maintenance on Training Aircraft	20 28	
Insurance on Training Aircraft	4 19	
Depreciation on Training Aircraft	13 33	
Interest on Investment	4 05	\$ 71 42

3. It seems likely that other operators will also require new pilots but that (a) they could not meet the entire cost of training, and (b) the cost might not be so high as in the case of T.C.A. pilots.

4. Since training of the type mentioned is not available in any province it might be best accomplished by a project set up under The Vocational Training Coordination Act, 1942 (6 Geo. VI Cap. 34) and the Order-in-Council P.C. 9597 and carried out by the private operators, allowances as therein provided being made to the trainees over a period of 18 months on a sliding scale comparable to that applied to apprentices.

The Commission recommends:

(1) That an enquiry regarding retraining of pilots be addressed to the following private operators:

- Mr. C.H. Dickins - General Manager, C.P.A.,
Dominion Square Bldg., Montreal, P.Q.
- Mr. A.B. McLaren - Laurentian Air Services,
P.O. Box 71, Ottawa, Ont.
- Mr. C.R. Leavens - Leavens Brothers Air Services,
Toronto, Ont.
- Mr. C.F. Burke - Maritime Central Airways Limited,
Charlottetown, P.E.I.
- Mr. W.F. Thorn - Air Industries & Transport Assoc.
of Canada, 208 Walter Scott Bldg.,
Moose Jaw, Sask.
- Mr. Hector Dougal - President, Canadian Flying Clubs
Association, Fort William, Ont.

(2) That each operator be asked

(a) Whether he is likely to require pilots within the next two years, and if so how many.

(b) Whether he would join in such a scheme as suggested.

(c) What is his standard First Officer's salary. What salary he recommends for trainees, and what share he is willing to pay during three progressive six month stages.

(3) That one operator be invited to carry out the Link Trainer period on account of all.

(4) That the Government contribute

(i) the whole cost of Link Training, with living allowances during that period;

(ii) a share of salary during the remaining period of training.

(5) That, as the benefit received would be considerable, applicants should be most carefully screened and only accepted for training after definite engagement by the employer.