

ROYAL COMMISSION
ON
VETERANS' QUALIFICATIONS
.....

Hon. Wilfrid Bovey, Chairman

COMMISSIONERS:
F.W. Smelts, D.S. Lyons, Hector Dupuis, J.C.G. Herwig
Executive Secretary: A. E. Fortington

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FIRST INTERIM REPORT

XXXXXXXXXX

Vol. I.

PAGES

1020 Dominion Square Building,
1010 St. Catherine St.W.,
Montreal, P.Q.

June 22nd, 1945.

The Honourable Minister of Labour,
Ottawa, Canada.

Dear Sir:

The undersigned have the honour to present the First Interim Report of the Royal Commission on Veterans' Qualifications, appointed pursuant to the provisions of P.C. 2486, dated at Ottawa, April 19th, 1945, as amended by P. O. 3342, dated at Ottawa, May 8th, 1945.

1. The Commission convened at Ottawa on Friday, May 11th, 1945, at 10 o'clock a.m., when it was formally constituted by the administration of the oaths of office to the Chairman and the several Commissioners by the Assistant Clerk of the Privy Council.

Prior to this sitting liaison officers from the armed services had been appointed to the Commission, as follows:

Commander E. W. Wood, R.C.N., for the Navy;
Major B. F. Addy, C.S.O., II, Directorate of Trades
Training for the Army.

Shortly afterwards Wing Commander C. W. Crossland, Aeronautical Engineering Branch, R.C.A.F., was appointed for the Royal Canadian Air Force. Subsequently Lieut. J. D. Park, R.C.N.V.R. was detailed to assist Commander Wood, Major L. F. Creighton to assist Major Addy and S/O A.H. O'cry to assist W/C Crossland.

The duties of these liaison officers were first, to ensure that the Commission would have constantly available accurate information on service matters, and advice wherever the armed services were concerned; secondly, to obtain from the services suitable officers and others to give evidence before the Commission; and thirdly to prepare the summary syllabus sheets hereafter mentioned.

As the special task of the Canadian Legion Educational Services had also to be considered, Mr. T. A. McMaster, General Secretary of the Canadian Legion Educational Services was attached to the Commission as liaison officer representing that organization. His duty was to keep the Commission informed as to the facilities provided by the Canadian Legion Educational Services; to advise on technical questions connected with the teaching profession; and, to inform the Commission as to the extent and use of Canadian Legion educational opportunities.

At a later date Lt.-Col. Franklin L. West of the Directorate of Education (Army) was seconded to the Commission as University Liaison Officer. His duties were to act as technical advisor to the Commission on University matters, and to make detailed arrangements for University contacts.

At its first sitting the Commission passed the following

resolution:

"The Commission and each of its members accept with a deep sense of responsibility the opportunity for serving the men and women of the armed forces offered to it by the Government of Canada. They will devote every possible effort to perform the task adequately and they are confident that with the co-operation of the armed forces and of the Provincial Governments the aim of the Commission will be fully attained."

In the subsequent discussion the general course of procedure was outlined. It was decided that the headquarters of the Commission should be at Montreal, and that the period from May 21st to June 14th should be devoted to a very intensive investigation of the courses of instruction of all kinds given in the armed services, the qualifications obtained through those courses and service experience, the possible utilization of the personnel so qualified in civil life, and the possible trade and educational equivalents to the Armed Forces training. Thereafter, commencing June 25th, the information obtained was to be discussed with representatives of the Provincial governments, education (including technical education) authorities, Universities and representatives of organized labor.

The Commission decided unanimously that the only satisfactory way to obtain the requisite information concerning the work done in the United Services, and its value, was to take evidence from officers and others who had been directly in charge of courses of instruction and service activities. The Commission was led to this decision by the belief that in no case should it be guided merely by written documents, or by second-hand information. The results, in the opinion of the Commission, have entirely justified the decision.

The Commission, on the first day of its sittings at Ottawa, was informed of the establishment by the Army Overseas of the Khaki College, and a request was made that an officer from the Khaki College should attend the sittings at Montreal. The officer detailed for this purpose was Lt.-Col. J. B. Reilly who reported on June 11, 1945.

In addition to other employment for the armed services' personnel it was decided that during this preliminary period the Commission should discuss the problems of employment in Federal positions with certain Federal Departments.

Mr. Walter Woods, Deputy Minister of Veterans' Affairs, who appeared before the Commission on May 30th, 1945, requested that in view of the impending demobilization of an unexpectedly large number of personnel the Commission should advise the Government without delay as to the most suitable civil employments which it was prepared to recommend for demobilized members of the armed services. The present section of the report is therefore submitted at this date, the information asked for by Mr. Woods is to be found in the index and summary sheets later mentioned.

II. On May 14, 1945, the offices of the Commission were opened at room 1020, 1010 St. Catherine St. W., Montreal, where a boardroom and offices provided for the following

staff;

Liaison Officers	8
Secretaries	2
Assistant Secretaries	3
Service Typists	3
Civilian Typists	20

The following interim minutes of proceedings indicate the witnesses, officers and others, examined, and the subjects discussed during the Montreal sittings:

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ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Ottawa (Date) May 11th, 1945.

PRESENT: Hon. W. Bevoe, Chairman.

Commissioners: Smelts, Ross, Lyons,
Dupuis, Horwig.

ATTENDING:

Liaison - Navy: Cndr. E. W. Wood,
Army: Maj. B. F. Widy,
CLES: Mr. T. A. McMaster

WITNESSES:

Lt. Col. C. D. Crowe,	GSO-I Directorate of Trades Training - Army
Lt. Col. F. L. West,	Liaison Officer (Army) C. L. E. S.
G/C.H. R. Low,	Director of Education RCAF
S/L L. A. Glinz,	Directorate of Education RCAF
Inspector Thrasher,	R.C. M. P.

SUBJECTS:

Commission formally constituted.
Outline of activities and discussion of
procedure.
General outline by the services as to education-
al value of training courses, methods of
instruction, and potential evaluations.
Quebec Apprenticeship Act - resolution thereon.
Outline of accounting procedure as related to
Commission.

REMARKS:

Met in Board Room 149, Confederation Building
morning and afternoon.

Report No-1; Vol. I.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Ottawa (Date) May 12th, 1945.

PRESENT: Hon. W. Bevoy, Chairman.

Commissioners: Smolts, Ross, Lyons,
Dupuis, Herwig.

ATTENDING:

Licison - Navy: Cndr. E. W. Wood,
Army: Maj. B. F. Addy,
CLES: Mr. T. A. McMaster.

WITNESSES:

Lt. Col. O. D. Crowe, Lt. Col. F. L. West;
G/C. H. R. Low; S/L. L. A. Glinz;
W/C. F. J. E. Ison. Inspector Thrasher;
S/L. Mitchell;

SUBJECTS:

Discussions re Khaki College with letter to
Minister approved. Amending order-in-council
filed; review of work done by C.L.E.S.;
general discussion of agenda and procedure.

REMARKS:

Sitting in Board Room 149, Confederation
Building morning only.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 21st, 1945.

PRESENT: Hon. W. Bevoe, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cmdr. E. M. Wood,
Army: Maj. B. F. Addy,
RCAF: W/C. G. W. Crossland
CLEB: Mr. T.A. McFaster

WITNESSES:

Mr. Emile Carrier, Catholic Labor Syndicate
of Canada
(Guest - observer)SUBJECTS: Cmdr. Wood, as Chairman of the Liaison
Officers Section submitted an outline
of schedule to be followed in connec-
tion with the sittings at Montreal.

REMARKS:

Sitting in afternoon, 2:00 o'clock.
Chairman announced that Commissioner Smolts
had sustained severe injury to his ears on
flight to coast and would not be present
at sittings in the East, but would organize
the work of the Commission in B. C. and
Alberta.

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ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTINGS AT: - Montreal (Date) May 22nd, 1945.

PRESENT: Hon. W. Bovoy, Chairman.

Commissioners: Ross, Lyons, Dupuis, Horwig.

ATTENDING:

Liaison - Navy: Cmdr. E. W. Wood,
Army: Maj. B. F. Addy,
R.C.F.: W/G. C. M. Crossland
CLES: Mr. T. A. McEaster

WITNESSES:

Cmdr. E. J. Gilhon, RCN,
Col. G. H. Whyte, MC, VD,
Maj. F. H. Jennings, RCE,
Maj. G. A. Ironside,
Maj. L. Croighton,
QMB. W. W. Scott,
W/O. D. B. Ross,
F/L. L. C. A. Pozzi,
Brig. A. C. Sykos, CBE, DSO, AIEE, (Guest)
H. Laverduro, President, Central Council,
Catholic Syndicate.

SUBJECTS:

Trade courses: Shipwright, carpenter,
blacksmith, plumber, painter, rigger, sailmaker,
equipment repair and textile refitter,
bricklayers, masons, concreters, foreman of
works (pioneers), miners, quarrymen, wellborer,
wheeler, machinist-wood, mechanist; and
related subdivisions of these categories.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 23rd, 1945.

PRESENT: Hon. W. Bevoey, Chairman

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cndr. E. W. Wood,
 Army: Maj. B. F. Ardy,
 RCAF: W/C. C. W. Crossland
 CLES: Mr. T. A. McMaster

WITNESSES:

Maj. A. J. Ransay, DSM,
 Col. W. H. Bonus,
 Col. C. H. Whyte,
 F/L L. C. A. Pozzi,
 W/C. D. B. Ross

SUBJECTS:

Trade courses: stoker and fireman - steam power plant, operator - steam power plant, engine-fitter - steam reciprocating engines RCAF, operator light and power - (fitter diesel), pumpman, master mechanic RCAF; and related categories in all three branches of the services.

Col. Bonus - statement re application of engineering training. (To prepare a memorandum)

Dean Young report filed - Exhibit 4.

Status of technical school work.

Citation - British Education Act.

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ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minutes of proceedings)

SITTING AT: Montreal (Date) May 24th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cdr. E. W. Hood,
Army: Maj. B. F. Aldy,
RCAF: W/C C. W. Crossland,
C.L.S.: Mr. T. A. McMaster.

WITNESSES:

Mr. A. Carley, CERA(I);
Maj. A. L. Colliott, R.I.C.;
Lieut. J. S. Errington;
Capt. E. G. Shorkey;
F/L J. W. Comeau;
F/L R. H. Beer.

SUBJECTS:

Traic categories; motorcyclist; despatch rider, motor transport driver, driver i.c. truck, motor operator; driver mechanic (IV carrier and tank); stoker (I); Leading stoker (I); motor mechanic; motor mechanic (L.T.). Vehicle Mechanic IV and AFV, motor mechanic marine, Chief motor mechanic (4 grades), warrant engineer, mechanic and storeholder IV -- and all related subdivisions of these categories.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 25th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cadr. E. W. Wood
 Army: Maj. B.F. Addy,
 RCAF: W/C. C. W. Crossland
 CIES: Mr. T. A. McMaster.

WITNESSES:

Mr. H. M. Payne, (COG-Navy),
 Maj. R. G. F. Morgan, M. B. E.,
 Maj. G. A. Ironside,
 Maj. E. Appleyard,
 W/C G. W. Erichsen,
 F/O W. E. Switzer
 Mr. Arthur Randles (Navy)

SUBJECTS: Courses considered: Instrument maker
 (all services) Armourers Assistant,
 fitter, fitter gun, armourer, Armourer-boats,
 armourer-guns, fitter armourer, armament
 and ordnance fitters, instructions, armament
 officers; together with the related sub-
 divisions of these groups.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 26th, 1945.

PRESENT: Hon. W. Dovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cdr. E. W. Wood,
Army: Maj. B. F. Addy,
RCAF: W/C G. W. Crossland,
CLES: Mr. T. A. McMaster.

WITNESSES:

Wt. Engr. S. Smith, RCNVR,
Maj. G. A. Ironside,
Maj. H. G. F. Morgan,
Maj. E. Appleyard,
F/O W. E. Switzer.

SUBJECTS:

Trade courses: welders - acetylene and
electric (all arms of the services);
patternmakers, moulders, sheet metal workers,
watchmaker, typewriter mechanic, push
cycle repairer and armament artificer (elect.);
and related subdivisions of these trades.

REMARKS:

Sitting in the morning only.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 28th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cdr. E. W. Hood,
Army: Maj. B. F. A'Idy,
RCAF: W/C G. W. Crossland,
CLES: Mr. T. A. McMaster.

WITNESSES:

Cdr. J. A. McAvity,
Elect. Lt.-Cdr. J. Deano,
Maj. C. E. C. Rush,
Maj. H. Bullock,
Maj. H. P. Cadario,
F/O W. E. Switzer.

SUBJECTS:

Trade courses: Scaman torpedo man, leading
torpedo operator, torpedo gunners mate,
electrical artificers - general service and
dockyard, electrician aircraft, electrician
aerodrome foreman, electrician (vehicle
and plant), electrician (control equipment),
cable splicer, mechanist (electrician),
electrical officers, gunners (T) and
Lieuts. (T) - and related subdivisions of
these categories.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 29th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Horwig.

ATTENDING:

Liaison - Navy: Cndr. E. W. Wood,
Army: Maj. B. F. Andy,
RCAF: W/C G. W. Crossland,
CLES: Mr. T. A. McIlaster.

WITNESSES:

Cndr. G. Affleck-Graves, R.N.; Lt. Cndr.
R. F. Walsh; Lt. Cndr. J. B. Maclean; Lt.
Cndr. J. W. Loring; Licut. J. Woollven;
Lt. Cndr. A. Hurley; Capt. H. P. Musgrove.Lt. Col. H. E. McMurray; Lt. Col. W. P.
Sherriff; Lt. Col. A. C. Perron; Maj. H. P.
Cadario; Maj. S. C. Biggs; Maj. C. L. C. Rush.

S/L R. D. Carter.

SUBJECTS:

Trade courses: coders, clerk-code and cipher,
signaller, gunner operator, operator CAC,
telephone man, Lineman sigs., Lineman mech.,
operator-telephone, radar ratings, VS & MT
ratings, operators (Cipher, F/S, keyboard,
W & L), operator switchboard (telephone),
operator teleprinter, operator radio telephone-
special - signals - monitor - wireless code -
wireless ground - wireless airgunner, electri-
cian sigs., telecommunication mechanic,
wireless mechanic, radio artificer, electri-
cian radar, operator radar, telephone man,
technical supervisor radio, radar mechanic,
foreman of sigs., armament artificer - radar
wireless, long course radio officer, short
course communications officer, long course
communications officer, signals officer general
radar, signals officer communications, radar
officer, signals cypher officer, wireless
officer operator, land line officer; and
related subdivisions of these categories.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 30th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cdr. E. W. Hood,
Army: Maj. B. F. Addy,
RCAF: W/C C.M. Crossland,
CIES: Mr. T. A. McMaster.

WITNESSES:

Lt. Cdr. (E) E. E. Robertson, RCNVR,
Maj. F. D. Hourse, OBE
S/L. J. Heil,
Capt. G. A. Flint,
Capt. R. B. Harvey,
Mr. G. LaBlanc,
F/L. R.O. Stabler.

SUBJECTS:

Special recommendation: also Trade Courses -
Parachute packer, parachute rigger, aero
engine mechanic, airframe mechanic,
maintenance assistant and aircraft handler,
master mechanic & air artificer, carpenter
(aero), Inspector AID, fabric worker,
safety equipment worker, safety equipment
assistant, mechanic tire maintenance,
mechanic (refrigeration plant), chemical
technician, operator (chemical plant),
chemical technician, operator (chemical
plant) and aero engineer officer -- and
related subdivisions of these categories.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) May 31st, 1945.

PRESENT: Hon. W. Doyoy, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cndr. D. W. Wood,
 Army: Maj. B. F. Aldy,
 RCAF: W/C G. W. Crossland,
 CLES: Mr. T. A. McMaster.

WITNESSES:

Lt. Cndr. A. E. Graham, WRONS,
 Lt. D. H. Grant, WRONS,
 Cndr. R. F. H. Redman,
 Lt. Cndr. A. H. Baker,
 do H. L. Henderson,
 " E. E. Lude,
 " B. G. Sivertz,
 " I. H. Boll,
 " F. R. Base,
 Lieut. H. K. McKinnon,
 Lt. Col. W. E. Mathers,
 Maj. R. B. Laws,
 Maj. E. J. Ritchie,
 Capt. H. G. Lobas,
 S/L Standing,
 S/O B. D. Korup,
 Sec. Officer A. H. Cory.

SUBJECTS:

Trade Courses: General training, other ranks and ratings, General training - noc's, general training - officers, P and RT instructors, Seamanship, pilotage, navigation, divers, W.R.C.N.S., C.N.A.C., W.D. - R.C.M.F. -- and related subdivisions in each branch of the service.

REMARKS:

Commission sat in the Council Chamber,
 Faculty of Arts, McGill University.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 1st, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Maison - Navy: Cdr. E. J. Hood,
 Army: Maj. B. F. Addy,
 RCAF: W/C. C. H. Crossland,
 CLES: Mr. T. A. McMaster.

WITNESSES:

Dean E. P. Featherstonaugh,
 Chairman of the Engineering Institute
 Capt. T. Kelly, RCNR, RCIC, Montreal,
 Cdr. (A-9) M. H. Ellis, RCNVR,
 Wt. O. (S.B.) R. L. Miller, RCNVR,
 Major R. A. Howson,
 " J. A. H. Church.
 Capt. A. T. Wolfe-Milner,
 " F. Royal,
 " H. E. Sooly
 " L. A. Powell,
 W.O. R. A. McKenzie,
 Mr. J. G. des Rivieres,
 W/C H. Pearce.

SUBJECTS:

Engineering Institute - asdic operation and
 maintenance, draughtsman - cartographic,
 mechanical, hull and X&B, (A.E.), (Litho),
 (Graphic Art), (Topo); photographer
 ratings, photographic officer, projectionist,
 surveyors R.C.E., topo, RCA, photogrammetrist -
 and related subdivisions in the respective
 services.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 4th, 1945.

PRESENT: Hon. M. Devey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Horwig.

ATTENDING:

Liaison - Navy: Cndr. E. W. Hood,
 Army: Maj. B. F. Addy,
 RCAF: W/C. C. W. Crossland,
 CLES: Mr. T. A. McMaster

WITNESSES:

Lieut. (S) P. Cossette, RCN
 Lt. Col. R. S. Rekort,
 Maj. G. C. McCarthy,
 Capt. J. F. Wright,
 CEM. J. S. P. Dow,
 Mr. H. Pullen (Principal, High School of
 Commerce, Ottawa)

SUBJECTS:

Interim recommendation re G.S. preference
 in temporary appointments (Clerks, Stenots,
 etc.) Civil Service. Trade categories:
 Storers and equipment, supply officers,
 Storemen - T & D, Foreman Departmental,
 Workshop Supervisor - RCOG, Stewards, Cooks,
 Bakers, Butchers, Messing Officers, Coders,
 Irons - S.D., Operator - punchcard,
 Writers - Clerks, Court Reporters, and
 their related subdivisions in respect of
 each arm of the services.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 5th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cmdr. E. W. Hood,
Army: Maj. B. F. Laddy,
RCAF: W/C. G. W. Crossland,
CCLS: Mr. T. A. McMaster.Lt. Col. F. West -
Universities.

WITNESSES:

Surgeon Cmdr. D. H. Starkey, RCNVR,
Licut. Brodie, RRCNS,
Lt. Col. G. Franklin
Maj. H. D. Kellor, RCNRC,
Maj. J. Howard, RCNRC,
Licut. D. A. Brotherhood,
Grp-Capt. A. D. Kelly,
S/O. A. H. Cory,
Miss Gertrude H. Hall, Gen. Secty. Can.
Nurses Ass'n
Miss F. Munroe, President, Can. Nurses
Association.

SUBJECTS:

Trade groups: Sick berth attendants - male,
hospital assistants - male, nursing orderly,
dental assistant, laboratory assistant,
massour, optometrist, dispenser, pharmacist,
radiographer, tech. assistant - medical,
wardmaster, medical associate, osteopath,
physio-therapy, mechanic X-ray, sanitary
assistant, sanitary inspector, chiropodist,
shoemaker-orthopaedic, instrument mechanic,
postal clerks -- and the several subdivisions
as they relate to the several arms of the
service.
Also recommendations 3, 3a, 4, 5 and 6,REMARKS: Licut. Col. Franklin L. West reported for duty
with the Commission as Liaison Officer - Universities.

ROYAL COMMISSION ON VETERANS' UTILIZATION

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 6th, 1945.

PRESENT: Hon. W. Bowey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Horrig.

ATTENDING:

Liaison - Navy: Cmdr. E. W. Wood,
 Army: Maj. B. F. Addy,
 R.C.F.: W/C. G. W. Grosland
 CLES: Mr. T. A. McFaster
 Univ: Lt. Col. F. L. Mest

WITNESSES:

Cmdr. P. Lowe, RCNVR, DNE,
 Lt. Cmdr. M. E. McLean, RCNVR,
 Lt. Col. O. B. Roxford, D. of E.,
 S/L. T. C. Anderson, D.A.T.,
 S/L. R. H. Standing, D. of E.,
 F/L. J. D. Forbes, D.A.T.

SUBJECTS:

Evaluation of technical courses (Mr. McFaster);
 Trades Courses: - Educational - Navy, Army
 and R.C.F., Ground Gunner (A), Chemical
 warfare fighter (F), Airfield controller,
 Flying Control (A), Clerk Operator - (B.R.)
 (C), Clerk Oper. fighter (c) - Filter (c);
 Air Traffic assistant (A), Meteorological
 observer officers (F) Flying control aerodrome
 officer (A), F. Control operation officer (A),
 flying control operation (Airway traffic) (A),
 Aircrew trades - NCO's and officers -
 (navigators, pilots, Air Bombers, flight
 engineers) (F)
 With special consideration of civilian placement
 and educational or vocational credits.

RECOMMENDATIONS:

Recommendation for distribution of "HOW TO
 CHOOSE YOUR POST WAR JOB" (E & F) to personnel
 counsellors and demobilization officers through
 appropriate departments.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 7th, 1945.

PRESENT:

Hon. W. Bovey, Chairman,

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cmdr. E.W. Wood,
 Army: Maj. B.F. Addy,
 RCAF: W/C. C.W. Crossland,
 CLES: Mr. T. A. McMaster,
 Univ: Col. Franklin L. West.

WITNESSES:

Lt. Cmdr. H. G. Cuthbert, S/L. Standing
 " R. C. LeBarge, " Anderson
 " G. Somers, F/L. Forbes
 Lieut. E. F. Gaskel, S/O. A. M. Cory
 Mr. A. J. Temple (Com. Off)
 Lieut. E. P. Elliott,
 Maj. J. F. MacLean, DSO,
 Maj. R. Desjardins,
 Maj. H. W. Goodfellow,
 Maj. G. W. Longier,
 Capt. A. H. Duronchel,
 Capt. A. Hutchison,
 S/E(WO1) S. T. Cruickshank

SUBJECTS:

Recommendations and Resolutions - re teachers, musicians and entertainers.
 Trade groups: instructors, bandsmen, loftman, linguist, entertainers, printers, photography and fingerprinting, special services, tailor, shoemaker, laundryman, hairdresser, fire fighter, service police, service patrol (WD) miscellaneous specialists -- in their several categories in each branch of the armed services.

REMARKS:

Special conference of liaison officers and educationists present was called between noon adjournment and three p.m. for special consideration of the teacher problem, with a report being made to the Commission later in the day.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 8th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons, Dupuis, Herwig.

ATTENDING:

Liaison - Navy: Cmdr. E.W. Wood,
 Army: Maj. B. F. Addy,
 RCAF: W/C C. W. Crossland,
 CLES: Mr. T. A. McMaster,
 Univ: Lt. Col. F. L. West.

WITNESSES:

Lieut. A. J. Temple
 Lt. Col. H. H. White,
 Maj. Creighton,
 Mr. Leonard Prefontaine (D)
 Maj. Hugh M. Bell (D)
 Mr. Henri Frechette (D)
 Mr. Maurice Dubrule (D) (D) - Departmental

SUBJECTS:

Outline of re-establishment work in City of Montreal; Army Trades: blockman, brakeman and shunter, checker (number taker), cleaner (locomotive), engine driver (railway, fireman (locomotive), fitter locomotive (diesel), fitter locomotive (steam), platelayer, traffic operator (railway) edgerman (forestry), foreman of works (bush) forestry, foreman of works (mill) forestry, log center forestry, saw filer bush (forestry), Sawyer (forestry), sawdoctor, sawyer. Also review of procedure universities applications.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) JUNE 11th, 1945.

PRESENT: Hon. W. Bovey, Chairman.

Commissioners: Ross, Lyons Dupuis.

ATTENDING:

Liaison - Navy: Cmdr. E. W. Wood,
Army: Maj. B. F. Addy,
RCAF: W/C C. W. Crossland,
CLES: Mr. T. A. McMaster,
Univ: Lt. Col. F. L. West.

WITNESSES:

Lt. Col. J. B. Rollit, Asst. Director of
Education, C. E. H. C., London,
England.

SUBJECTS:

Khaki College and training programme for
Overseas forces.

REMARKS:

Commission sitting in camera considered the following recommendations: that proposal re matriculation standing be dropped; meteorological assistants; revised preamble to radar recommendation; endorsed Montebello resolution; considered report re Practical Nurses' category.

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 12th, 1945.

PRESENT: Hon. W. Bovey, Chairman.
 Commissioners: Ross, Lyons, Dupuis,
 Herwig.

ATTENDING:

Liaison - Navy: Cmdr. E. W. Wood,
 Army: Maj. B. F. Addy,
 RCAF: W/C. C. W. Crossland,
 CLES: Mr. T. A. McMaster,
 Univ: Lt. Col. F. L. West.

WITNESSES:

Dr. J. G. Dumouchel, Department of Labor -
 occupational research
 branch
 Mr. Stewart Graham, Department of Transport -
 Air
 Mr. Andrew Thomson, Assistant Controller,
 Meteorological Service
 of Canada - Toronto
 Lt. Col. A. C. Perron,
 Maj. H. P. Cadario,
 Lt. Col. J. B. Rollit.

SUBJECTS:

Employment opportunities research
 " " meteorological services
 " " Dept. of Transport -
 Air

ROYAL COMMISSION ON VETERANS' QUALIFICATIONS

(Interim minute of proceedings)

SITTING AT: Montreal (Date) June 13th, 1945.

PRESENT: Hon. A. Boyce, Chairman.

Commissioners: Ross, Lyons, Dupuis, Harwig.

ATTENDING:

Liaison - Navy: Comdr. L. W. Wood,
 Army: Maj. B. F. Addy,
 RCAF: W/C C. J. Crossland
 CLES: Mr. T. A. McMaster
 UNIV: Lt. Col. F. L. West

WITNESSES:

Capt. (E) W. A. Porteous,	Mr. F. W. Millshur,
Lt. Comdr. B. G. Silvertz,	Capt. J. W. Kerr,
Maj. G. G. Davis,	Mr. A. Handles,
Lt. C. L. Thurber,	Mr. E. G. Bennett,
Lieut. J. W. McLeod,	Mr. R. F. Thompson,
F/Lt. E. H. Rufus,	Mr. A. F. Leslie,
Lt. J. W. Charles,	Mr. A. R. Venables
Comdr. Affleck-Graves,	
Lt. Comdr. B. MacLean,	

SUBJECTS:

Civilian employments - radio and radar;
 " Naval personnel in
 merchant service
 Water Transport Corps - duties and outline
 Port Company - duties and outline of organiza-
 tion
 Recommendations 14, 15, 16, 17 and 18, and
 reference of special question re
 charge of machinery hands to
 Department of Transport.
 Outline of Merchant Service by Mr. Handles
 Formal approval of Section 1, of Report.

REMARKS: Commission adjourned to meet again at
 Toronto, June 25th,

During its sittings at Ottawa and Montreal the Commission thus heard the following total number of witnesses:-

From the armed services	127
Departmental representatives	14
Other civilians	9
Total	<u>150</u>

Throughout this period, owing to the great quantity of material and the urgency of the task, work was carried on from 9 a.m. till midnight, the subordinate staff being double banked for the purpose.

During the Montreal sessions the Commission became seized of two important facts: First, there do not at the present time exist in Canada employments which will ensure the placement of certain large groups of highly trained personnel in such a way that they and their training may be used to the best advantage of the nation. In view of this the Commission has found it necessary to recommend the organization of such employments; for instance, aerial photography and radar. Second, there is a gap in the Canadian educational system which must be filled in order to provide for the useful training, under the provisions of the laws and orders-in-council dealing with the matter, of more advanced training for technical personnel. With this in mind the Commission has made its proposal for the institution of technical institutes and for a university course in photography.

III. During the examination of the above mentioned witnesses a vast amount of information was elicited which will appear in detail in the final report of proceedings.

In order, however, to simplify the discussions with Provincial and other authorities there were prepared a large number of syllabus sheets in summary form, each of which describes a specific trade or course of instruction, and with the index indicate suitable civilian employments. A set of these sheets, with indices, appear in appendices hereto and form a part hereof as follows:

- Appendix I Navy N-1 up
- " II Army A-1 up
- " III Air Force AF-1 up.

IV. The Commission has received certain General resolutions for discussion with Provincial and other authorities. These are as follows:

RESOLUTION A

(Teachers Salaries)

Chairman Royal Commission Veterans' Qualifications:

It is requested that consideration may be given by the Commission to the following resolution:

The attention of this Commission has been drawn

to the fact that there are in the services a number of highly qualified instructors in a variety of trades and skills. It is considered that after suitable further pedagogical training these men and women would make excellent teachers and instructors whose skill and ability would be of great value to the country.

However, unless steps are taken to increase the salaries of the teaching profession generally, these instructors will naturally seek employment in more remunerative occupations. It is therefore strongly recommended that steps be taken by the Dominion Government to provide financial assistance for provincial educational programmes in order to provide equality of educational opportunity across Canada and employment opportunities for the Veterans referred to in paragraph one. Precedents for such action have already been established, namely the provision of:

- (a) \$10,000,000, by the Dominion Government in 1912 for Agriculture training.
- (b) \$10,000,000, by the Dominion Government in 1919 for Technical Education.
- (c) Dominion Provincial Youth Training Programme
- (d) War Emergency Training Programme.
- (e) Canadian Vocational Training and
- (f) Canadian Legion Educational Services.

It is considered most desirable that an adjustment be made to correct the inequalities between rural and urban salaries.

RESOLUTION B

(Dispensers, Radiographers, Laboratory Technicians)

Chairman,
Royal Commission on Veterans' Qualifications.

Sir:

As directed by the Commission the undermentioned committee met to consider the case of Dispensers, Radiographers, and Laboratory Technicians with respect to the relation between service training and experience and civilian apprenticeship requirements:

Surgeon Cmdr. D. H. Starkey, R.C.N.V.R.
Major H. D. Miller, R.C.A.M.C.
Major G. Howard, R.C.A.M.C.
Group Capt. A. D. Kelly, R.C.A.F.
Lt. Col. F. I. West, R.C.A.M.C.

2. Your committee submits the following recommendation:

1. Dispensers

- (a) That any time spent in the service as a Dispenser should be considered as equivalent to the same time spent as a civilian apprentice.

- (b) That any training or experience as a Dispenser in the service will not increase his or her academic qualifications for entrance to a university.
- (c) That none of the training or time spent as a Dispenser in the service should receive any credit, other than apprenticeship time, on the regular course at a college of pharmacy.

2. Radiographers

That experience in the service as a Radiographer should be taken in the ratio of time in the service as the equivalent of time and one-half as a civilian apprentice.

3. Laboratory Technician

That the Canadian Society of Laboratory Technologists be advised of the training and experience which service Laboratory Technicians have had and be asked to state what recognition will be given for such training and experience.

RESOLUTION C

(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 those 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

RESOLUTION D

Chairman Royal Commission Veterans' Qualifications

The three services have a total of several hundred officers and men who have been engaged in service police duties. Prior to enlistment many of these men were members of professional police forces or were engaged in investigation work. The majority however have been selected and trained within the service for police and patrol duties. It is known that many of these men are of such calibre that after selection and suitable training they might be used to supplement existing forces,

It is requested that the Commission may give consideration to the following recommendations:

1. The establishing of a course, or courses, of training for selected members of the Armed Forces' Provost Corps and Service Police to qualify them for duty with Federal, Provincial, Municipal, Railway, Steamship and Airport Police Forces.
2. Establishing uniform methods of selection of personnel for training. The following guide is suggested as a possible screen:
 - (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 "H" test score of 140 minimum.
3. The selection of personnel of these forces for further training, possibly in Technical Institutes, to become specialists in various phases of original investigation.
4. That appointment to police forces throughout the country made prior to general demobilization to be of a temporary nature, observing that the most suitable and best qualified personnel for permanent appointments will be among the last to be demobilized.
5. That the field of counselling for crime prevention be examined with a view to selecting and employing personnel who have been successfully doing such work, or similar work, in the Armed Forces.
6. Propagating the fact that the ability and quality of service police is already recognized and appreciated by some municipal police forces.
7. The suitability for employment in positions of responsibility and trust of many of the veterans, who fail to qualify under paragraph two, as watchmen, guards, dock police, bank messengers, commissionaires, hotel and store detectives, express companies, security investigators with industrial firms and in customs inspection and immigration work, etc.

It is requested that the attention of the appropriate authorities be drawn to these recommendations.

RESOLUTION E

Short Navigation Course (Royal Canadian Navy)

Description of Course

- Objective: to enable the graduate to take charge of the navigation of ships in any part of the world.
- Time: 12 weeks full time course
 10 weeks classroom work plus 2 weeks at sea for supervised practical work.
 214 periods of 1 hr. 10 min. of classroom work and about 300 hours of study, exercises, practical work and examination.

Subject matter:

<u>Subject</u>	<u>No. of periods of 1-hr. 10 min.</u>
Theory and practice of Nautical Astronomy (Celestial Sphere, Movements of bodies, identifica- tion, methods)	76
Techniques in chartwork	18
Fleetwork (Maneuvering; ships in formation, Intercepting other ships, Searching; arcs, etc.)	12
Secret equipment and methods	11
Tactics of Naval Warfare	10
Gyro Compass	10
Tides (Tables, Atlases, Non-harmonic constants theory)	8
Metereology (Frontal theory, single observer forecasts)	8
Magnetism (Compasses and degaussing)	7
Plane Trigonometry	6
Plane Sailing: (Calculation and Tables)	6
British Admiralty System of charts of the world	4
Anti-submarine tactical plotting	4
Degaussing	4
Creator's Sailing	5
Logs, Meridian, Chernikoff, Pitometer	3
Action of propellers and rudders in maneuvering ships	3
A.R.L. Plot	2
International Rules for prevention of Collisions	2
Instruments	2
Ship Construction (hull)	2
Damage Control	2
Theory of chart projection (Mercator & Gnomonic)	1
Compass and Binnacle adjustments	1
Lights, Buoys and Beacons	1
Wireless Telegraphy Direction Finding	1
X.R. & L.I. and other regulations affecting the Navigator	1
Anchoring	1
Log Book	1
Ship Stability calculations	1
Hydrostatic Curves	1
Towin;	1
Total number of periods of instruction	214
Periods used for examinations (weekly and finals)	35
	249

The foregoing is the classroom work given in 10 weeks.
There follows a 2 week period at sea.

Character of the Work:

The work is taught at University level. A very high degree of proficiency and correctness is required. Pass mark is 75%. Class averages are about 90%.

Staff

Three instructor officers teach the course to classes of 25 officers who have requested the course. The Instructor Officers are well qualified academically and by experience. See appendix.

Recommendation

That officers holding Specialist "B" qualification be allowed university credit of two-fifths of a college year in respect of this course, i.e. 6 units or hours out of a 15 unit year.

This university credit to be classified either in mathematics or science.

This university credit to be acceptable as an optional subject in any year of a Pass or Honors course of undergraduate studies toward a Bachelors degree.

This university credit to be acceptable as an optional subject where such are permitted toward a Masters degree where in the opinion of the university such subject matter bears relation to the graduate studies, and its credit value to be determined by the university.

RESOLUTION F

(See Title in Navy)

Acceptance of Naval sea time for Department of Marine Certificate of Competency (Executive Branch)

(1) 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.

(11) When an ex naval officer or rating desires to obtain a Department of Marine Certificate of Competency he should be afforded the same rehabilitation allowance as is available for students in universities, namely \$60. per month, with \$20. additional in the case of married men, with similar eligibility conditions, for a period not exceeding one year.

N.B. The expansion of Canada's merchant navy to date has been accomplished by employing large numbers of officers with British Board of Trade certificates whose homes and professional affiliations are in England. The encouragement of young Canadians in a seafaring career makes it imperative that early steps be taken to replace these men and open the way for promotion to responsible positions for Canadians.

Among the best potential sources of such higher grades of personnel for the merchant navy is the ex naval officer. It should also be pointed out that a very large proportion of Canadian naval ratings are educationally and otherwise eligible for training for and promotion to responsible position. This proportion probably approaches 30%.

V. It is impossible at this time to make any statement as regards educational equivalence, since this must await discussions with the universities and provincial authorities. Such information will be included in the Second Interim Report.

VI. At various times during its sessions the Commission has made interim recommendations, as follows:

ROYAL COMMISSION ON VETERANS' QUALIFICATIONSLIST OF RECOMMENDATIONSMay 11 to June 13, 1946

<u>Recommendation Number</u>	<u>Subject</u>
PRELIMINARIES	Handicapped Personnel
1	Certificates of Training
2.	Matriculation Certificates
3.	Photographers
3 rd	Technical Institutes (with memorandum of Dean D.R. Young)
4	Teachers
5	Personnel
6	Civil Service
7	C. L. E. S. Publications
8	Meteorologists
9	Radar
10	Employers
11	Nurses
12	Trade Analyses
13 (3 pages)	Meteorologists - Teletypists
14	Navigation
15	Sounding
16	Master's Certificate
17	Yacht - Home Trade

PRELIMINARY RECOMMENDATION

(Handicapped Personnel)

May 11, 1946

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 recommence 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 acquirements necessary for clinical and engineering photographers.
3. That a combined school be established forthwith by the three armed services with the object of
 - (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.

The 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 towards 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. H. 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 Institutes of Canada on February 9th, 1944. The 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 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 centred 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 classes 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 pre-requisite training, a clear understanding should be reached by those sponsoring technical institutes with the Provincial associations or 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, cuts 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 over-lapping 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 consensus 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 Education 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 demobilization.

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 earmark veterans who seem suitable for personnel work;
- (b) That immediate steps be taken to complete the organization 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.

RECOMMENDATION No. 6

(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	-Engineers Writers -Male Writers -Wren Writers (Pay) -Wren Writers (G.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 (G.D.) (T or C)
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ARMY -Accountant (Signals) Groups A & B
 -Clerk (Accountant)
 -Clerk (Departmental)

AIR FORCE -Clerk (Administrative) Group 'B'
 -Clerk (Accountant) Groups A or 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 (G.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 (G.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 peacetime calling in which our highly trained radar personnel can at once utilize to advantage their particular abilities. While communications personnel in general can easily 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.

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, 1946:

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

RECOMMENDATION NO. 12

(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 \$4090. per annum.

SUB-TECHNICAL POSITIONS

2. Meteorological Assistants, Grade 5 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.

(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/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 \$1820. 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.

(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.

TELETYPEPISTS

Vacancies for teletypist 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.

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."

2. 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 Ministers 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. 15

(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 that 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.

VII. The Commission desires at this time to express its appreciation of the complete cooperation afforded by the armed services, and the organization work of its liaison officers in the persons of Commander E. W. Wood, Major B.F. Addy, W/C C. H. Crossland; of their assistants, Lieut. J. D. Park; Major L. F. Creighton; and S/O A. M. Cory; of Mr. T. A. McMaster; Lt.-Col. F. L. West, and Lt.-Col. J. B. Rollit; of its Secretaries, Commander A. E. Fortington and Mr. C. Laurion, and their staff; and of its Official Reporter, Mr. R. A. Whitman.

All of which is respectfully submitted:

CHAIRMAN

(Sgd.) Wilfrid Bovey

COMMISSIONERS:

(Sgd.) D.S. Lyons

(Sgd.) J. C. G. Herwig

F.W. Smelts

(Sgd.) Hector Dupuis

S. R. Ross