

**LABOUR FORCE SHIFTS
GENERATED BY R.D.I.A.
ASSISTED PROJECTS:**

**THE EXPERIENCE
IN MONCTON and
DARTMOUTH/HALIFAX**

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BY
SOUTHAM MARKETING RESEARCH SERVICES

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A
RESEARCH REPORT
VOLUME I

PREPARED
FOR

THE PROGRAM EVALUATION DIVISION OF
THE DEPARTMENT OF REGIONAL ECONOMIC EXPANSION

RE: LABOUR FORCE SHIFTS GENERATED BY R.D.I.A.-
ASSISTED PROJECTS: THE EXPERIENCE IN
MONCTON AND DARTMOUTH/HALIFAX

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FOREWORD

This research project was conducted by Southam Marketing Research Services under the general management, direction and control of Mr. John H. Barry with the assistance of Ms. Jan Parkins.

The liaison officer for the Department of Regional Economic Expansion was Mr. Wm. Purcell who gave invaluable assistance and support throughout the project. Thanks are also due to Mr. K. Collins, of the Department of Regional Economic Expansion for his direction and his contributions to the concept and objectives of the study.

During the fieldwork, regional representatives, particularly Mr. R. H. Marshall, Mr. C. Beals, and Mr. H. J. Hortie were most helpful and co-operative in liaising with management of the companies selected for participation in this project.

A most special thanks to the management and personnel officers of the approximately 30 companies who agreed to participate, their co-operation and patience helped immeasurably in achieving the objectives of the research.

Mr. Wm. Oldach, Jr., of Chilton Research Services, Radnor, Pennsylvania, was consulted prior to the initial stages of the research and proved most helpful.

RESEARCH BACKGROUND

During the past few years, the Department of Regional Economic Expansion has provided grants to manufacturing establishments in various regions of Canada with the major objective of creating self-sustained employment opportunities which would not, in the normal course of events, have been available in those regions without the provision of such grants.

Although the immediate direct effects on employment created by those firms receiving R.D.I.A. grants are evident, the overall effects are mitigated, to some extent, by the "domino" or "musical chairs" phenomenon that results from any influencing of the labour supply or demand.

The process of influencing the direct demand for labour by the provision of R.D.I.A. grants involves utilizing a flow of manpower from:

- A) The ranks of the unemployed
- B) New entrants to the labour force¹
- C) Those who were already employed at the time of the job opening

Because of the "shifting" of jobs by people already employed, a need arises to supply labour to fill positions vacated by these people now working in R.D.I.A. jobs. This "musical chairs" effect goes far beyond the original need to fill jobs created directly by R.D.I.A. grants, and, because vacated jobs may go unfilled for a variety of reasons (not necessarily associated with R.D.I.A. assistance in the area), there occurs a "watering down" of the impact of the original intention of the R.D.I.A. grants.

¹In order to be consistent in the definition of prior status, respondents were asked if they had ever worked before accepting their current position. If the answer was "no" those respondents were considered not to have been in the labour force immediately prior to their current job. The definitions used to describe respondent's prior status are unique to this study and therefore, comparisons should not be made between this study and other studies employing similar definitions. (e.g. The Stat Canada Labour Survey).

This occurrence may be termed a "multiple job shift", i.e. the shifting of previously employed people into R.D.I.A. jobs. In addition, shifts in employment status occur with the incumbent of an R.D.I.A.-created job coming from either the ranks of the unemployed or from outside the existing labour force. The movement of these people into R.D.I.A. jobs from the three sources quoted above, and also the shifting of people into the resultant vacated jobs, creates a "chain link" effect backwards in time from the starting point of the R.D.I.A.-created jobs.

Even though the effect of an R.D.I.A. grant may directly cause the employment of a number of people, because of the "chain link" effect, (and the fact that some of the vacated jobs "disappear"), its effect on the total level of employment in a given area may be considered positive, neutral or negative at any one point in time.

The Department of Regional Economic Expansion, through their Program Evaluation Division, recognizing the "musical chairs" phenomenon inherent in aid to industry which influences the labour supply, commissioned this research project to assess this "multiple job shift" and also to determine the direct result on the labour force in specific areas as a result of R.D.I.A. grants.

It should be pointed out that this research, as conducted, was an examination of the situation at one point in time, a "snapshot" rather than a "movie" or series of assessments. Also, it should be noted that although the study is mainly concerned with current job status as a direct reflection of R.D.I.A. assistance in the area under study some of the job "chains" studied are obviously the result of normal (i.e. not direct reflections of R.D.I.A. assistance) growth or attrition.

In further explanation, the following shows the type of R.D.I.A. assistance received by firms participating in the research, and the eligible jobs as reported by the Department of Regional Economic Expansion. It is apparent that more R.D.I.A. associated jobs were in existence in the R.D.I.A.-assisted firms at the time of the survey than were anticipated at the time of the grants.

<u>TYPE OF PROJECT</u>	<u>NUMBER OF FIRMS</u>	<u>DIRECT AUTHORIZED JOBS</u>	<u>NON-AUTHORIZED DIRECT JOBS</u>	<u>ACTUAL R.D.I.A.-ASSISTED JOBS REPORTED*</u>
New Plant	13	769	22	825
Expansion and Modernization	1	0	0	3
Expansion	7	0	102	148
New Product	1	163	0	172
Expansion, Modernization and New Product	1	19	12	26
Expansion and New Product	1	0	2	1
Modernization	<u>3</u>	<u>0</u>	<u>10</u>	<u>22</u>
Total	<u>27</u>	<u>951</u>	<u>148</u>	<u>1,197</u>

* - Actual jobs reported are defined by the management of the contacted companies as jobs which existed at the time of the survey associated with the provision of an R.D.I.A. grant.

In selecting the test areas the following was taken into consideration. Each of the special Department of Regional Economic Expansion areas is unique in the sense that each area is subject to different resource orientation, transportation flow, climate, geographical location, market orientation and labour supply, so that no one community could be chosen as representative of all Department of Regional Economic Expansion communities.

Therefore, two special Department of Regional Economic Expansion areas were chosen for the conduct of this study. These areas were Dartmouth/Halifax and Moncton. There are socio-economic differences, (for example, Dartmouth/Halifax is a large (210,025 population) seaport, 95% of the population speak English as a preferred language, and it is considered to be the largest growth area in the Atlantic region; while Moncton is smaller (47,890 population), 35% of the population speak French as a preferred language, plus it has a special interest as a possible employment centre for surplus labour from the north-east New Brunswick region) but it was thought that although statistical comparisons between the two communities would be difficult, an aggregate total of the survey results (as well as separate compilations of data) could be presented without undue obfuscation of the pertinent findings.

RESEARCH OBJECTIVES

The primary objectives of the research were to establish:

- A - The extent of new direct job creation in the two selected communities associated with companies receiving R.D.I.A. grants.
- B - The extent of various benefits (i.e. higher wages, etc.) accruing to incumbents in the jobs associated with R.D.I.A. grants

In order to accomplish these primary research objectives, the following methodological objectives were established:

- (i) To establish, at one point in time, the number of current incumbents in selected R.D.I.A.-assisted firms occupying jobs which are a direct result of such assistance. Hereafter, these jobs shall be referred to as Tier I jobs.
- (ii) For each incumbent in a Tier I job to determine employment and personal demographic characteristics.
- (iii) For each Tier I incumbent to determine the previous employment status in order to establish the source, as previously outlined, of Tier I employment. In other words, how many Tier I incumbents, immediately prior to current employment were:
 - (a) Previously not in the labour force
 - (b) Previously unemployed
 - (c) Previously employed
- (iv) To investigate the current status of jobs vacated by Tier I incumbents who were employed immediately prior to their current position, these vacated jobs will hereafter be referred to as Tier II jobs.
- (v) Consecutive objectives were to determine the previous employment status of current incumbents in each successive Tier of employment as outlined above.

It should be pointed out that, in order to meet the objectives as previously stated, the research investigated only the employment flow originating in the R.D.I.A.-assisted firms. No attempt was made to investigate any indirect effects of the provision of R.D.I.A. grants such as those generated in service industries supplying either R.D.I.A.-assisted firms or the households of their employees, nor does it attempt to evaluate any impact on either suppliers or competitors of the R.D.I.A.-assisted firms.

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RESEARCH METHODOLOGY

The following describes the methodology utilized in the conduct of this research:

- (i) In order to properly evaluate the effect of R.D.I.A. grants in the test communities, the Program Evaluation Division of the Department of Regional Economic Expansion provided to the consultant, a list of all R.D.I.A.-assisted firms in commercial production as of June, 1973, in Moncton and Dartmouth/Halifax (See Appendix I).
- (ii) These firms were designated as Tier I firms and, after initial contact with managers of these selected firms, a list of Tier I jobs was developed by the consultant. For the purposes of this study Tier I jobs are defined as jobs (that were not in position at the time of the grant) associated with the provision of an R.D.I.A. grant to that firm.
- (iii) The incumbent in each so-designated job was contacted by the consultant and a questionnaire administered (See Appendix II).

NOTE: A percentage of these Tier I respondents were not interviewed for a variety of reasons, such as respondent refusal, lack of co-operation by the firms due to various circumstances at the time of the survey, including labour negotiations, uncertain financial or operating status, etc.

- (iv) Each respondent in Tier I was asked to state their employment status immediately prior to obtaining their current (R.D.I.A.) job. This status could be one of the following:

- A - Not previously working
- B - Previously working

A could be divided into two categories, namely,

- (a) Not in the labour force, and
- (b) Unemployed

B could be either,

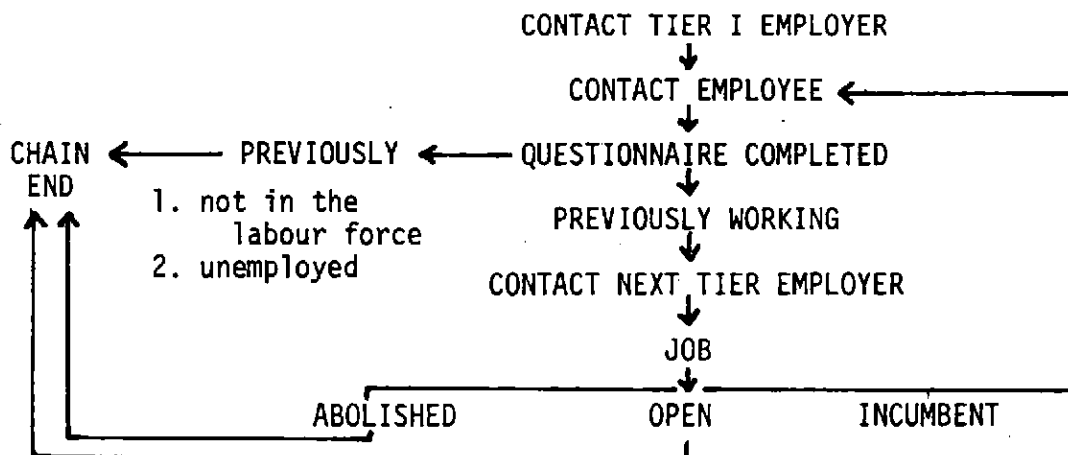
- (a) Employed by somebody else
- (b) Self-employed

- (v) All Tier I respondents who were employed immediately prior to their current job were asked to identify this previous employer and to state their previous position with this employer. If previously self-employed they were asked if there was a current incumbent in that job.
- (vi) Identified previous employers were designed as Tier II employers and contacted to ascertain the current status of the position vacated by the Tier I respondent. The status of these Tier II jobs could be:
 - A - Currently filled
 - B - Still open
 - C - Discontinued
- (vii) All incumbents in Tier II jobs were contacted and a questionnaire identical to the Tier I questionnaire was administered.

The above steps were repeated through successive Tiers until the chain of employment was broken. For all job chains that had begun in Tier I the following criteria established a chain end:

- (a) The current incumbent of an identified job in any Tier was not working for any reason immediately prior to their current job.
- (b) There was no current incumbent in an identified job (i.e. job still open).
- (c) The identified (or vacated) job no longer existed for any reason.

GRAPHIC EXPLANATION OF INTERVIEWING PROCEDURE



(viii) Collected data was tabulated by computer, and an analysis of the results presented in report format.

NOTE: For a more detailed explanation of the methodology employed see Appendix III.

EXECUTIVE SUMMARY

The findings resulting from the analysis of the multiple job shifts are as follows:

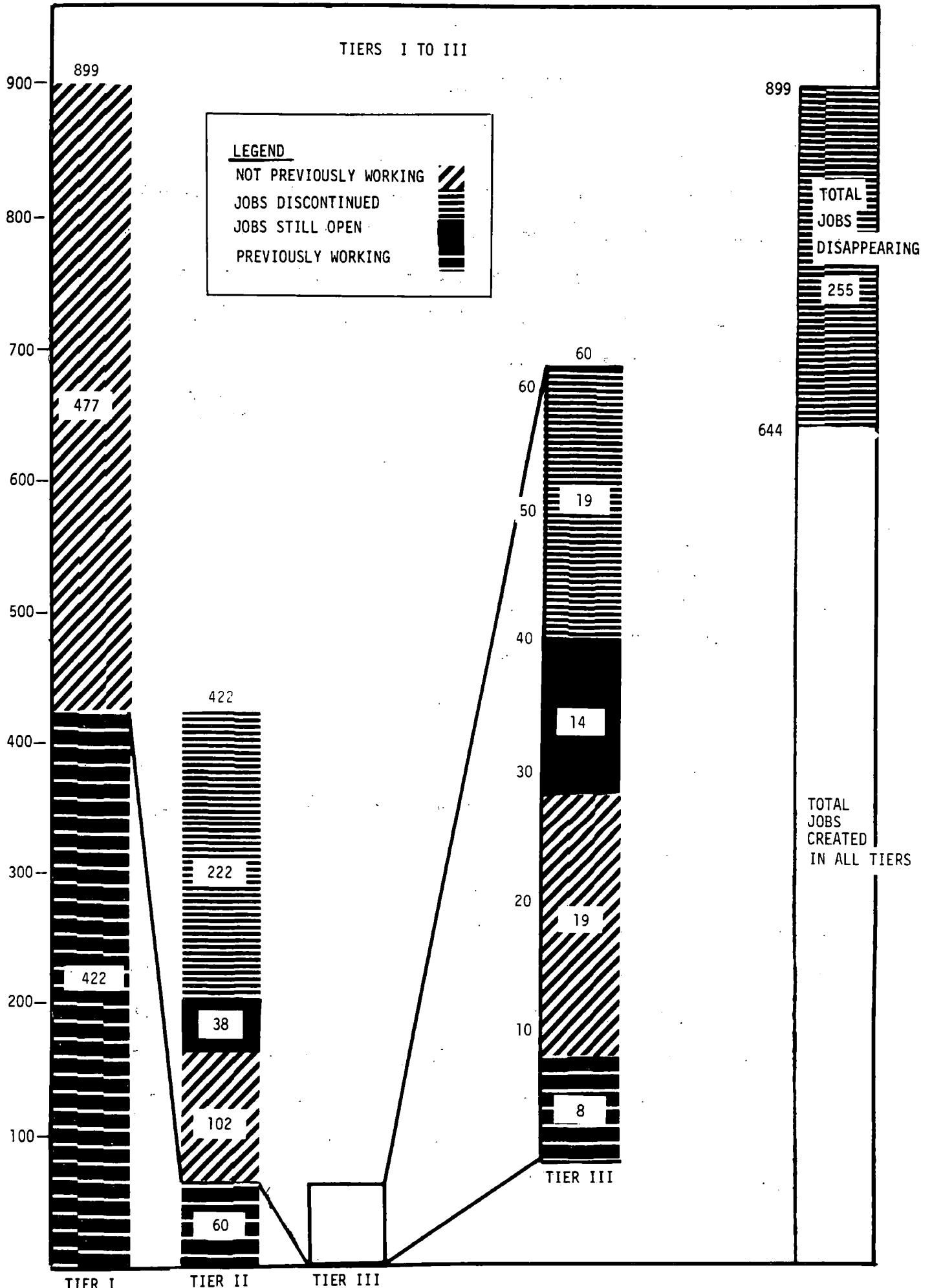
- Upward shifts in employment status were in the majority in Tier I (54%), and in total, upward shifts occurred in approximately 44% of the shifts evaluated.
- Shifts in occupational status were generally upward with these upward shifts occurring in 56% of the shifts evaluated.
- Compared to their previous weekly earnings, the salaries of those previously employed increased by 18% in roughly, 27 months elapsed time (i.e. average tenure in current position).
- The majority (approximately 67%) of previously employed incumbents are currently working in the same industry classification as their previous job.
- There is a slight indication of a downward shift in regular hours worked per week (Tier I versus preceding Tiers).
- In total, 61% of the job positions vacated at Tiers II and III were not filled. 11% were unfilled because the employer was looking for suitable applicants, the remainder (50%) disappeared, either because the job was terminated or the company went out of business.¹

¹ It should be pointed out that one company in the Dartmouth/Halifax area was responsible for almost 2/3 of the discontinued jobs because of a singular circumstance. With the aid of an R.D.I.A. grant, new principals took over the operation of a company in receivership (thereby rescuing almost all of the existing jobs) and changed its name. However, inside the parameters of the research, the original company was considered to have gone out of business so that all positions resulting in job chains in existence in the "new" company where the labour supply came from the "old" company prior to the R.D.I.A. grant, were considered to have disappeared at the Tier II level because the "old" company went out of business.

- Approximately 1/3 of all current incumbents have received on-the-job training which is significantly more prevalent (40%) among incumbents of R.D.I.A.-assisted firms.
- Almost 1/2 of Tier I incumbents changed their community of residence directly related to employment.²
- One-half of current Tier I employees heard of their current position through word-of-mouth, (i.e. friends, neighbours, relatives, etc.).
- Out of the total of 1,136 jobs now in existence associated with R.D.I.A. assistance, because of "leakage" consistent with any movement of the labour force (i.e. jobs discontinued, jobs with no incumbent etc.) in all Tiers, a total of 644 direct new jobs have been created (within the parameters of the study) or 72% of the 899 Tier I jobs.

² Any change in residence relating to the respondent's current job has been taken into consideration (i.e. moving from a suburb of Halifax into the Greater Halifax community if the respondent considered such a move to be from one community to another).

TOTAL SHIFT IN EMPLOYMENT STATUS



DETAILED FINDINGSUNIVERSE DEFINITION

Initially a list of 35 R.D.I.A.-assisted firms, in commercial production prior to June, 1973, was provided by the Department of Regional Economic Expansion to the consultants. However, due to a number of factors co-operation was obtained from only 27 individual companies. Reasons for non-co-operation were as follows:

	<u>NUMBER OF COMPANIES</u>	
	#	%
Total	35	
No longer in business	1	3
Involved in labour negotiations	2	6
Involved in a merger	1	3
In receivership	1	3
Unable to contact in time	2	6
Refused to co-operate	1	3
Full co-operation extended	<u>27</u>	<u>76</u>
Total	<u>35</u>	<u>100</u>

Among the firms that agreed to co-operate in this study, a total of 1,197 R.D.I.A.-assisted Tier I jobs were identified, resulting in a potential of 1,197 traceable job chains.

However, in any research project that relies on a level of intelligence and/or a degree of voluntary co-operation on the part of the respondent, a certain percentage of the potential will never be realized. Some respondents refused to co-operate, although qualified; some respondents were unable to comprehend what was required or could not communicate with the consultants; and some respondents could not be traced due to inaccuracies in employers' records.

These factors working against attaining the potential in terms of response existed to a greater or lesser extent in Tier I and all subsequent Tiers. In addition to the inhibiting factors listed above, some employers at Tier II and subsequent levels refused to co-operate, were unable to co-operate, or were not traceable.

Because of the above, the following completion results were obtained:

TABLE I
SAMPLE COMPLETION RESULTS

	<u>TOTAL NUMBER OF IDENTIFIED R.D.I.A. CHAINS</u>	
	<u>#</u>	<u>%</u>
Potential - As given in 27 Tier I Employer Lists	1,197	
Refused/No answer/Unable to contact/ Plus incomplete at Tier I	<u>236</u>	<u>20</u>
Completed at Tier I	961	80
Refused/No answer/Unable to contact/ Plus incomplete subsequent Tiers	<u>62</u>	<u>5</u>
Completely traceable chains through all Tiers	899	75

Although it proved impossible to completely trace all originally identified job "chains" through to satisfactory conclusions, a "follow-up" survey with hard-to-reach respondents (those requiring persistent attempts to obtain co-operation) indicated that although these respondents did not differ significantly from other respondents on a demographic basis, many were incumbent in relatively "low-skill" jobs; did not have a stable living environment (in that they frequently moved their place of residence and did not provide employers with forwarding addresses); and also, indicated some negative attitudes toward co-operation with either governments or employers.

Because of the interlocking nature of the project from Tier to Tier, for analytical purposes it was necessary to remove the job chains associated with respondents who either refused to co-operate fully or did not answer initial requests or key questions at any Tier level.

The following tables describe the status of the traceable chains from Tier to Tier, and isolates the reasons for termination at each Tier level by total sample - Dartmouth/Halifax and Moncton.

TABLE II
COMPLETELY TRACEABLE JOB CHAINS - TOTAL SAMPLE

	<u>TIER I</u>		<u>TIER II</u>		<u>TIER III</u>		<u>TIER IV</u>		<u>TIER V</u>		<u>TIER VI</u>	
	#	%	#	%	#	%	#	%	#	%	#	%
Number of chains	899		422		60		8		1		1	
Job discontinued	-	-	222	53	19	32	4	50	-	-	-	-
Job now open	-	-	38	9	14	23	1	13	-	-	-	-
Previously not in labour force	130	14	27	6	5	8	-	-	-	-	-	-
Previously unemployed	347	39	75	18	14	24	2	25	-	-	1	100
Previously working	422	47	60	14	8	13	1	12	1	100	-	-
Total	<u>899</u>	<u>100</u>	<u>422</u>	<u>100</u>	<u>60</u>	<u>100</u>	<u>8</u>	<u>100</u>	<u>1</u>	<u>100</u>	<u>1</u>	<u>100</u>

TABLE II-A
COMPLETELY TRACEABLE JOB CHAINS - DARTMOUTH/HALIFAX

	<u>TIER I</u>		<u>TIER II</u>		<u>TIER III</u>		<u>TIER IV</u>		<u>TIER V</u>		<u>TIER VI</u>	
	#	%	#	%	#	%	#	%	#	%	#	%
Number of chains	624		337		47		7		1		1	
Job discontinued	-	-	189	55	15	32	3	43	-	-	-	-
Job still open	-	-	33	10	9	19	1	14	-	-	-	-
Previously not in labour force	56	8	19	6	3	6	-	-	-	-	-	-
Previously unemployed	231	37	49	15	13	28	2	29	-	-	1	100
Previously working	337	55	47	14	7	15	1	14	1	100	-	-
Total	<u>624</u>	<u>100</u>	<u>337</u>	<u>100</u>	<u>47</u>	<u>100</u>	<u>7</u>	<u>100</u>	<u>1</u>	<u>100</u>	<u>1</u>	<u>100</u>

TABLE II-B
COMPLETELY TRACEABLE JOB CHAINS - MONCTON

	<u>TIER I</u>		<u>TIER II</u>		<u>TIER III</u>		<u>TIER IV</u>		<u>TIER V</u>		<u>TIER VI</u>	
	#	%	#	%	#	%	#	%	#	%	#	%
Number of chains	275		85		13		1		-		-	
Job discontinued	-	-	33	39	4	31	1	100	-	-	-	-
Job still open	-	-	5	6	5	38	-	-	-	-	-	-
Previously not in labour force	74	27	8	9	2	15	-	-	-	-	-	-
Previously unemployed	116	42	26	31	1	8	-	-	-	-	-	-
Previously working	85	31	13	15	1	8	-	-	-	-	-	-
Total	<u>275</u>	<u>100</u>	<u>85</u>	<u>100</u>	<u>13</u>	<u>100</u>	<u>1</u>	<u>100</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

In order to compare the source of new employees at each Tier level, those jobs that have been discontinued and those which are now open (no incumbent) should be removed from Table II as follows:

TABLE III
EMPLOYEES PRIOR STATUS

	<u>TIER I</u>		<u>TIER II</u>		<u>TIER III</u>		<u>TIER IV</u>		<u>TIER V</u>		<u>TIER VI</u>	
Number of chains	899		162		27		3		1		1	
	#	%	#	%	#	%	#	%	#	%	#	%
Not previously working	477	53	102	63	19	70	2	67	-	-	1	100
Previously working	<u>422</u>	<u>47</u>	<u>60</u>	<u>37</u>	<u>8</u>	<u>30</u>	<u>1</u>	<u>33</u>	<u>1</u>	<u>100</u>	<u>-</u>	<u>-</u>
Total	<u>899</u>	<u>100</u>	<u>162</u>	<u>100</u>	<u>27</u>	<u>100</u>	<u>3</u>	<u>100</u>	<u>1</u>	<u>100</u>	<u>1</u>	<u>100</u>

Because of the small number of job chains and/or employees in Tiers IV through VI, only Tiers I, II and III are isolated for analysis.

In comparing the labour force profiles in terms of prior working experience, between Tiers I, II and III, the following conclusions are evident:

- (i) If you examine the prior status of Tier I employees (i.e. not working immediately prior to current job or, working immediately prior to current job), in comparison to the prior status of Tiers II and III employees, it is apparent that this group of employees has not been drawn from the same pool in the labour population.
- (ii) Similarly, the prior status (as above) of the Tier II employees would indicate that they too, cannot be considered to be drawn from the same population of employees as either Tiers I or III. In other words, no one Tier of employees can be considered to have been recruited from the same labour force pool as any other Tier of employees.¹

¹A test of statistical significance (T-Test, B5, QUALITY CONTROL HANDBOOK, J. M. Juran, McGraw-Hill, 1951) shows that the observed differences are too large to have occurred by chance in any more than one case out of every thousand.

- (iii) As you progress from Tier I through Tier II to Tier III, the prior status of employees indicates that more and more employees are being drawn from the ranks of the unemployed and those not previously in the labour force.
- (iv) Further analysis indicates that the prior status of employees classified as not previously working remains relatively constant from Tier to Tier in a ratio of, roughly, 3 to 1 relating to unemployed immediately prior to current job and not in the labour force immediately prior to current job. This would indicate that those employees whose prior status was "previously not working" (for any reason) were drawn from a homogeneous universe independent of Tier level.

It is reasonable to question why there should be a higher proportion of previously unemployed persons or new labour force entrants in Tier III than in Tier II and also in Tier II than in Tier I. One possible explanation is that, because the job openings occur sequentially in time, starting at Tier I and progressing through Tier II to Tier III, currently working job applicants have historically been selected over new labour force entrants and the unemployed by employers (all other things being equal); and because the available labour supply is limited at any one point in time, the Tier I employers take their pick of available personnel, selecting a disproportionate number of the currently employed to fill their needs leaving a higher proportion of new labour force entrants and unemployed for the Tier II employer to select from. The Tier II employer in turn selects a disproportionate number of currently working applicants leaving a pool of available labour strongly oriented toward the new labour force entrant and the unemployed for the Tier III employer to select from, and so on, Tier after Tier.

Therefore, the available labour force for any employer at any one point in time, is made up of three potential employee groups. That is,

- A - Currently working but willing to "switch".
- B - Currently not in the labour force, but willing to enter it (i.e. change in participation ratio).
- C - Currently unemployed and available for work (i.e. change in employment ratio).

Obviously, to some extent, in any community, the labour force can be expanded by potential employers advertising heavily to insure that more possible applicants are aware of existing openings and/or offering a more than competitive "employee benefit package", which will tend to increase the number of job "switchers" and new labour force entrants available. However, business competition in general mitigates against any one company being overly generous in this regard. Therefore, for all practical purposes the available labour supply in a given community although capable of expansion is fairly firmly fixed at any one point in time.

DIRECT NEW JOB CREATION

The following formulae, applied to the survey results, were used to calculate the actual number of jobs created directly as a result of R.D.I.A. assistance:

Formula #1

To calculate jobs now in existence subsequent to R.D.I.A. grants.

a = Total jobs vacated to fill R.D.I.A. jobs
plus
b = R.D.I.A. jobs
less
c = Jobs which have been discontinued
equals
d = Total jobs now in existence whether open or filled
i.e. $(a+b-c) = d$

Formula #2

To calculate net direct job creation subsequent to R.D.I.A. grants.

d = Total jobs now in existence whether open or filled
less
a = Total jobs vacated to fill R.D.I.A. jobs
equals
e = Total net direct job creation i.e. $(d-a) = e$

Using Formula #1, the following illustrates the total number of jobs now in existence, whether open or filled:

a = 492
b = 899
c = 255
 $(492 + 899 - 255) = 1136$
 $\therefore d = 1136$

Using Formula #2, the following illustrates total net direct job creation:

d = 1136
a = 492
 $(1136 - 492) = 644$
 $\therefore e = 644$

Therefore, by establishing 899 Tier I jobs, the net direct effect has been to create 644 actual new jobs in the two test areas. This means that the R.D.I.A. grants which made available or maintained 899 Tier I jobs actually created 644 new positions, or 72% of the current Tier I jobs.

Alternatively, new direct job creation can be expressed as; all Tier I R.D.I.A. jobs (899) less those jobs disappearing in all subsequent Tiers (255) equals jobs created (644).

To put it in other terms, for every 1,000 jobs now in existence through R.D.I.A. assistance, 720 jobs are actually created. This should be construed as descriptive of the situation in the test areas at the time of the survey but the assumption that the R.D.I.A. grants are the prime causal factor should be avoided as the research did not examine all potential causal factors.

TOTAL JOB SHIFTS

The total job shifts represented in the following table are based upon direct data generated from Tier I, Tier II and Tier III relating to the employees stated shift in job status.

A shift would be considered positive if current R.D.I.A. jobs were filled by people who, immediately previous to employment, were unemployed or not in the labour force, in that the R.D.I.A. grant created direct employment for people who were not working.

If the incumbents of R.D.I.A. jobs were working immediately prior to their current job, then the effect of the R.D.I.A. grant could be considered either positive or neutral. It would be positive if that vacated job was currently filled by a person who, immediately prior to employment was not working, and neutral if that vacated job had "disappeared" or was now open (i.e. no incumbent).

If that replacement employee was recruited from another job, again, the effect could be considered positive or neutral as above, positive if a continuum of employment was created, neutral if the job that he vacated no longer existed or had not been filled.

In respect to a negative effect of an R.D.I.A. grant, this could be considered only if more jobs disappeared than were created and only if it could be established that the jobs which disappeared did so as a direct result of the R.D.I.A. grant. Obviously, this is almost impossible to define in terms of cause, or to measure. For example, if, as a result of

an R.D.I.A. grant, technological advances (i.e. modernization) in production capabilities caused a net reduction of employees in a particular company, then it could be considered a negative effect on employment. However, if this improvement in production provided stability in terms of long-range growth potential influencing future employment, then the overall effect could be considered positive in terms of R.D.I.A. goals for that area.

TABLE IV
SUMMARY OF SHIFTS IN JOB STATUS

	<u>TIER</u> <u>I</u>	<u>TIER</u> <u>III</u>	<u>TIER</u> <u>III</u>
Number of job chains	899	422	60
	#	#	#
<u>Upward Shifts</u>			
Unemployed to full-time	343	74	13
Not in labour force to full-time	127	26	6
Part-time to full-time	3	-	-
Unemployed to part-time (a)	2	1	-
Not in labour force to part-time (a)	<u>5</u>	<u>1</u>	<u>-</u>
Sub-total	<u>480</u>	<u>102</u>	<u>19</u>
<u>Neutral Shifts</u>			
Full-time to full-time	416	60	8
Part-time to part-time (a)	3	-	-
Jobs disappearing (i.e. company no longer in business)	-	222	19
Jobs open	<u>-</u>	<u>38</u>	<u>14</u>
Sub-total	<u>419</u>	<u>320</u>	<u>41</u>
<u>Downward Shifts</u>			
Full-time to part-time (a)	<u>-</u>	<u>-</u>	<u>-</u>
Sub-total	<u>-</u>	<u>-</u>	<u>-</u>
<u>Total Jobs</u>	899	422	60
Less jobs originating at Tier (b)	477	102	19
Less jobs terminating at Tier (c)	<u>-</u>	<u>260</u>	<u>33</u>
<u>Total jobs filled from next Tier</u>	<u>422</u>	<u>60</u>	<u>8</u>

NOTE: (a) Part-time work is considered to be any employment averaging less than 20 hours per week.
 (b) Jobs filled by non-traceable employees (i.e. previously not in the labour force and previously not employed).
 (c) Jobs disappearing plus jobs open (i.e. no incumbent).

¹ See footnote page 11

SHIFTS IN JOB STATUS

If one considers the net direct effect of job shifts to be positive if full-time or part-time employment results where it did not exist before, negative where less than full-time employment exists where it was full-time before (i.e. under 20 hours per week worked) and neutral where the previous employment status remains unchanged or the job is still open or has disappeared; then in relation to prior employment status, the overall effect of the receipt of R.D.I.A. grants by the firms surveyed can be summarized with algebraic sums by applying positive (i.e. + 1) neutral (i.e. 0) and negative (i.e. - 1) weights to the total number of upward shifts, neutral shifts and downward shifts in relation to prior status reported in Table IV.

TABLE V
NET EFFECT OF SHIFTS IN JOB STATUS

	<u>TIER I</u>		<u>TIER II</u>		<u>TIER III</u>		<u>TOTAL TIERS I - III</u>	
Number of Shifts	899		422		60		1,384	
	#	%	#	%	#	%	#	%
Positive shifts	480	53	102	24	19	32	604	44
Neutral shifts	419	47	320	76	41	68	780	56 ¹
Negative shifts	-	-	-	-	-	-	-	-
Total	<u>899</u>	<u>100</u>	<u>422</u>	<u>100</u>	<u>60</u>	<u>100</u>	<u>1,384</u>	<u>100</u>
Algebraic sums	#	%	#	%	#	%	#	%
	+480	+53	+102	+24	+19	+32	+604	+44

Slightly more than half (53%) of the job shifts pertaining to Tier I resulted in a positive shift relative to prior status. However, the net positive effect of the job shifts pertaining to Tiers II and III is a relatively low (28%) because of the high incidence of neutral shifts in these Tiers. In overall terms, the net effect of job shifts tends to be positive.

¹ Neutral shifts include jobs disappearing.

The low number of respondents in the remaining Tiers (IV through VI) make it difficult to assess the total net effect of shifts in job status, however, the observed data appear to support the hypothesis that there is a trend towards upgrading in status as workers move from job to job, and it is also very likely that many of the shifts described as neutral were accompanied by increased earnings, because the overall differences between current and previous earnings are quite marked.

SHIFTS IN OCCUPATIONAL STATUS

In addition to shifts in employment status it is evident that similar occupational shifts have also occurred throughout the three tiers under study.

One problem associated with the evaluation of such shifts is the determination of what constitutes a positive or negative shift. For example, has a person whose previous job was "office worker" and whose current job is "skilled labourer" experienced a positive or negative shift in occupation. For the purposes of this section of the report any financial rewards that could be associated with such a move have been ignored and the only criteria to be evaluated is that associated with actual changes in title. In this regard we have assumed that a shift from "unskilled" occupations to "skilled" and shifts from "blue collar" to "white collar" ones are positive. More specifically, actual occupations have been ranked as follows:

- (i) Professional
- (ii) Management/Executive
- (iii) Management/Supervisor/Foreman
- (iv) Skilled Labour
- (v) Clerical
- (vi) Service/Recreation
- (vii) Sales
- (viii) Unskilled Labour
- (ix) Other

Reported occupational shifts are summarized in the following table:

TABLE VI
CHANGES IN OCCUPATIONAL STATUS ASSOCIATED WITH PRESENT JOB

	TIER I			TIER II			TIER III			TOTAL TIERS I - III								
	PREVIOUSLY WORKING			PREVIOUSLY NOT WORKING			PREVIOUSLY WORKING			PREVIOUSLY NOT WORKING			TOTAL					
	POS.	NEUT.	NEG.	POS.	NEUT.	NEG.	POS.	NEUT.	NEG.	POS.	NEUT.	NEG.	POS.	NEUT.	NEG.			
Current Occupations	----421*----			----477----			----60----			----102----			----1,088----					
	#			#			#			#			#					
Professional	18	40	-	31	-	-	2	2	-	7	-	-	-	-	-	58	42	-
Management/Executive	5	3	1	4	-	-	1	-	-	1	-	-	-	-	-	11	3	1
Management/Super./ Foreman	24	25	1	17	-	-	10	3	2	4	-	-	1	-	-	57	28	3
Skilled Labour	7	143	67	302	-	-	6	12	-	33	-	-	8	-	-	356	155	67
Clerical	4	38	10	64	-	-	1	5	3	25	-	-	3	-	-	97	44	17
Service/Recreation	1	3	2	6	-	-	-	3	1	7	-	-	2	-	-	16	6	3
Sales	3	3	-	4	-	-	2	3	-	3	-	-	2	-	-	15	7	-
Unskilled Labour	8	10	2	48	-	-	-	1	1	20	-	-	3	-	-	79	11	3
Other	-	1	2	1	-	-	-	2	-	2	-	-	-	-	-	3	4	2
Total	<u>70</u>	<u>266</u>	<u>85</u>	<u>477</u>	<u>-</u>	<u>-</u>	<u>22</u>	<u>31</u>	<u>7</u>	<u>102</u>	<u>-</u>	<u>-</u>	<u>1</u>	<u>3</u>	<u>4</u>	<u>692</u>	<u>300</u>	<u>96</u>

* Tier I - 1 No answer.

It will be seen that the shifts, in total, are generally positive when the previously unemployed/not in the labour force are added to the total on the assumption that all those not working immediately prior to their current job have experienced a positive shift in occupational status.

If the net effect of individual occupational group shifts are totalled and algebraic sums calculated, the following is obtained:

TABLE VII
NET EFFECT OF SHIFTS IN OCCUPATIONAL STATUS

	<u>TIER I</u>		<u>TIER II</u>		<u>TIER III</u>		<u>TOTAL</u> <u>TIERS I - III</u>	
	#	%	#	%	#	%	#	%
Positive shifts	548	61	124	77	20	74	692	64
Neutral shifts	266	30	31	19	3	11	300	28
Negative shifts	<u>85</u>	<u>9</u>	<u>7</u>	<u>4</u>	<u>4</u>	<u>15</u>	<u>96</u>	<u>8</u>
Total	<u>899</u>	<u>100</u>	<u>162</u>	<u>100</u>	<u>27</u>	<u>100</u>	<u>1,088</u>	<u>100</u>
Algebraic sums	+463	+52	+117	+73	+16	+59	+596	+56

Though more than 3 out of 5 of the job shifts resulted in an increase in occupational status for the incumbent when negative job shifts are subtracted the net effect was a relatively high 56% net improvement in status. However, again it is suspected that lateral or in some cases negative shifts in regard to title actually resulted in substantially more financial remuneration for the incumbent.

SHIFTS IN EARNINGS

In addition to the clear cut tendencies for improvement of occupational and employment status which have just been noted the data also reflect a very strong pattern of earnings increases as the workers move from job to job. These increases are evident from the following table which summarizes changes in weekly earnings from prior to current occupation.

TABLE VIII
CHANGES IN WEEKLY EARNINGS ASSOCIATED WITH JOB SHIFTS
BY COMPARISON OF AMOUNT OF CURRENT WEEKLY EARNINGS TO PREVIOUS WEEKLY EARNINGS
BY THOSE PREVIOUSLY EMPLOYED

	TIER I NOW EARNING			TIER II NOW EARNING			TIER III NOW EARNING			TIERS I-III NOW EARNING		
	<u>MORE</u>	<u>SAME</u>	<u>LESS</u>	<u>MORE</u>	<u>SAME</u>	<u>LESS</u>	<u>MORE</u>	<u>SAME</u>	<u>LESS</u>	<u>MORE</u>	<u>SAME</u>	<u>LESS</u>
	-----422-----			-----60-----			-----8-----			-----490-----		
	#			#			#			#		
<u>Now Earning</u>												
Less than \$40/wk.	-	-	1	-	-	-	-	-	-	-	-	1
\$40.00-\$59.99/wk.	-	1	1	-	-	-	-	-	-	-	1	1
60.00- 79.99/wk.	5	17	1	-	1	1	-	-	1	5	18	3
80.00- 99.99/wk.	29	33	6	4	3	2	-	-	-	33	36	8
100.00-119.99/wk.	38	20	3	3	1	-	-	-	-	41	21	3
120.00-139.99/wk.	26	16	3	10	2	2	-	-	-	36	18	5
140.00-159.99/wk.	23	13	4	6	-	-	3	-	-	32	13	4
160.00-179.99/wk.	28	13	4	4	-	-	1	-	-	33	13	4
180.00-199.99/wk.	27	13	3	4	1	2	-	-	-	31	14	5
200.00-239.99/wk.	28	18	3	3	-	-	-	-	-	31	18	3
240.00-259.99/wk.	7	1	-	-	1	-	-	-	-	7	2	-
260.00-279.99/wk.	1	-	-	2	-	-	-	-	-	3	-	-
280.00-299.99/wk.	3	1	1	-	-	-	1	-	-	4	1	1
\$300.00 & over/wk.	-	-	-	3	3	-	-	-	-	3	3	-
Total	<u>215</u>	<u>146</u>	<u>30</u>	<u>39</u>	<u>12</u>	<u>7</u>	<u>5</u>	<u>-</u>	<u>1</u>	<u>259</u>	<u>158</u>	<u>38</u>

NOTE: Numbers may add to less than base because some respondents refused to answer this question.

About 53% of all previously employed interviewed employees indicated that their current wages had increased over their previous earnings, with an average of almost 27 months elapsed time between current and previous job. Since the employees interviewed were incumbent in their prior status it is logical to assume that some of the increases reported above were a reflection of normal salary advances not necessarily connected with job shifts.

TABLE IX
COMPARISON OF PRESENT AVERAGE WEEKLY EARNINGS
BY PREVIOUS AVERAGE WEEKLY EARNINGS
BY THOSE PREVIOUSLY EMPLOYED

	<u>PREVIOUSLY EMPLOYED</u>			<u>AMOUNT OF INCREASE</u>
	<u>PRESENT WEEKLY EARNINGS</u>	<u>TIME LAPSE IN MONTHS PER TIER</u>	<u>PREVIOUS WEEKLY EARNINGS</u>	
Tier I	\$154.10	26.2	\$127.00	+ \$27.10
Tier II	160.50	22.6	131.40	+ 29.10
Tier III	165.00	34.7	150.00	+ 29.87

Those workers who shifted employment as a result of the continuum of jobs created by R.D.I.A.-assisted firms have, on the average, increased their weekly earnings by \$28.36.

SHIFTS IN INDUSTRY OF EMPLOYMENT

There would appear to be a tendency at the Tier I level to employ people with prior working experience in the same or similar industries. This tendency becomes slightly more prevalent at the Tier II level. Because of the small number of previously employed respondents in Tier III any conclusion regarding shifts between industry groups would fall in the area of speculation.

TABLE X
SHIFTS IN INDUSTRY OF EMPLOYMENT
BY THOSE PREVIOUSLY EMPLOYED

	<u>TIER</u> <u>I</u>	<u>TIER</u> <u>II</u>	<u>TIER</u> <u>III</u>
	%	%	%
Now employed in same industry as prior job	62	64	75
Now employed in different industry than prior job	<u>39</u>	<u>36</u>	<u>25</u>
	<u>100</u>	<u>100</u>	<u>100</u>

Even though the majority of those previously employed at the Tier I level did not switch industry classification, approximately 4 out of 10 did. Comparisons are made between current industry of employment and industry of employment prior to obtaining an R.D.I.A.-assisted job, and the differences calculated.

TABLE XI
TOTAL SHIFTS IN INDUSTRY OF EMPLOYMENT PRIOR TO AND
FOLLOWING THE CREATION OF R.D.I.A.-ASSISTED JOBS

	<u>PRESENT EMPLOYMENT</u>	<u>PREVIOUS EMPLOYMENT</u>	<u>DIFFERENCE PLUS OR MINUS</u>
	-----490-----		
		%	%
Agriculture/Mining	*	1	- 1
Food/Beverage/Tobacco	10	7	+ 3
Rubber/Clothing/Leather	7	5	+ 2
Wood/Furniture/Paper/Printing	17	11	+ 6
Metal Fabricating	15	8	+ 7
Electrical Products	48	37	+11
Non-metallic Products	*	2	- 2
Construction	*	3	- 3
Transportation/Communications	1	4	- 3
Trade	1	12	-11
Finance/Insurance/Real Estate	-	1	- 1
Community Business/Personal Services	1	8	- 7
Public Administration/Defence/Misc.	-	1	- 1
Not specified	-	*	-
Total	<u>100</u>	<u>100</u>	<u>-0-</u>

NOTE: * Less than .5%

SHIFTS IN HOURS WORKED PER WEEK

There is a marginal indication from the research results that a downward shift in regular hours worked per week has accompanied the job shifts for Tiers I and II. Because of small sample sizes at the Tier III level (8) reported changes in the working week are considered to be unstable and may well have occurred by chance.

TABLE XII
SHIFTS IN HOURS WORKED PER WEEK
BY THOSE PREVIOUSLY WORKING

	<u>TIER</u> <u>I</u>	<u>TIER</u> <u>II</u>	<u>TIER</u> <u>III</u>
	%	%	%
Now work fewer hours/week	19	17	14
Now work the same hours/week	69	71	43
Now work more hours/week	12	12	43

However, there is no indication, of significance, that any reduction or increase in the amount of overtime has occurred as a result of the job shifts which have taken place. Again Tier III is too unstable to be considered statistically significant.

TABLE XIII
SHIFTS IN HOURS OF OVERTIME WORKED PER WEEK
BY THOSE PREVIOUSLY WORKING

	<u>TIER</u> <u>I</u>	<u>TIER</u> <u>II</u>	<u>TIER</u> <u>III</u>
	%	%	%
Now work fewer overtime hours/week	17	19	14
Now work the same overtime hours/week	61	52	72
Now work more overtime hours/week	22	29	14

DEMOGRAPHIC PROFILES

A series of questions were asked of the respondents in order to determine the demographic profile of the labour force working with the grant recipient companies plus other Tiers. The questioning areas relating to this profile are: the sex of the respondent, marital status, age, language spoken at home and at work, education, citizenship, occupation and income.

Sex of Respondent

Though prior employment was traced through 6 Tier levels, only the first 3 Tiers have been presented in this report because the number of respondents in each of the last 3 Tiers of employment was too small (5 respondents) for meaningful analysis.

In addition to presenting employment data by Tier level, each Tier has also been sub-divided to reflect the sex of the current incumbent.

	TIER I		TIER II		TIER III	
	<u>MALE</u>	<u>FEMALE</u>	<u>MALE</u>	<u>FEMALE</u>	<u>MALE</u>	<u>FEMALE</u>
	%	%	%	%	%	%
Total Sample (Moncton - Dartmouth/Halifax)	63.3	36.7	75.3	24.7	81.5	18.5
Dartmouth/Halifax	66.2	33.8	73.0	27.0	78.3	21.7
Moncton	56.7	43.3	80.9	19.1	100.0	-
Employed immediately prior to current job	75.6	24.4	93.3	6.7	87.5	12.5
Unemployed immediately prior to current job	56.2	43.8	74.7	25.3	84.6	66.7
Not in labour force immediately prior to current job	42.4	57.6	37.0	63.0	15.4	33.3

It is evident that in both Dartmouth/Halifax and Moncton, a higher proportion of women (36.7%) fill Tier I jobs than is true of Tier II (24.7%), or Tier III (18.5%). This increase in the incidence of women working in Tier I (R.D.I.A.-assisted) as opposed to Tiers II and III, may have been induced by the following:

- 1) R.D.I.A. firms may, as a result of the grants, be offering a working environment more conducive to female labour (i.e. cleaner, more modern, more automated equipment, etc.).
- 2) R.D.I.A. firms may be in the type of industry that is more attractive to women, as well as, in the case of new plants, be in more convenient locations vis-a-vis the available female labour force.

Not only are a higher percentage of women employed in Tier I occupations in total, but a considerably higher percentage are employed in the Moncton area (43.3%) than in Dartmouth/Halifax (33.8%). This may well be for reasons listed above or perhaps the job skills required in firms located in the Moncton area differ from those in the Dartmouth/Halifax area.

Obviously, the high rate of job creation in Moncton is directly influenced by the following:

- (i) Proportionately more women are employed in Moncton Tier I jobs than in Dartmouth/Halifax Tier I jobs.
- (ii) A higher proportion of women who were unemployed and not in the labour force immediately prior to their current job come to Tier I jobs than do men, resulting in a direct positive effect on job creation.¹

¹See shifts in job status page 24

Marital Status of Respondent

Early in the interview respondents were asked their marital status (married, single, divorced, widowed or separated). Approximately 6% of all tier levels, in all employment categories, both in Moncton and Dartmouth/Halifax, indicated that they had been married, but were not at the time of the interview.

In addition, only slight differences exist in the incidence of singles and marrieds between Tier levels. There is some indication, though not conclusive, that in total the incidence of single people is higher in Tier III than in either Tier I or Tier II.

The following data compares the percentage of married Tier I employees to single Tier I employees in terms of the municipality in which they work and their previous employment status.

	<u>MARRIED</u>	<u>SINGLE</u>
	%	%
Total sample (Moncton-Dartmouth/Halifax)	59.7	33.9
Dartmouth/Halifax	64.5	28.5
Moncton	49.1	46.2
Employed immediately prior to current job	74.9	18.2
Unemployed immediately prior to current job	45.8	48.1
Not in the labour force immediately prior to current job	47.7	47.0

In total, almost 60% of all respondents are at present married. However, on a municipal basis, substantially more (46.2%) of the Moncton Tier I employees are single than are employees in Dartmouth/Halifax (28.5%).

Respondents who were employed immediately prior to accepting their Tier I position tended to be married (74.2%), those who had a less stable employment history were substantially more likely to be single.

One can draw the following tentative conclusions based on the data presented:

- (i) Those people with family responsibilities are more likely to be continuously employed because of age, experience, responsibilities, etc.
- (ii) Tier I respondents from the Dartmouth/Halifax area would appear to be a more stable labour force because a higher percentage are presently married, and single people interviewed exhibit a lower incidence of continuous employment.

Age of Respondent

In the questionnaire, the age of the respondent was recorded in 10 year groups. However, for analytical reasons average ages have been calculated using, as a weighting factor, the mid-points of each age range. Because of this, the averages presented below should be considered as relative in relation to each other, rather than absolute.

	<u>TIER I AVERAGE AGE</u>	<u>TIER II AVERAGE AGE</u>	<u>TIER III AVERAGE AGE</u>
Total sample (Moncton-Dartmouth/Halifax)	31	30	28
Dartmouth/Halifax	32	31	30
Moncton	29	29	*
Employed immediately prior to current job	34	33	32
Unemployed immediately prior to current job	28	28	24
Not in labour force immediately prior to current job	27	31	32

* - 1 respondent

An indication is evident that marginally, Tier I employees are older than those in Tiers II and III. In addition, Moncton employees also tend to be younger than those in Dartmouth/Halifax.

In a similar manner, those with work experience reflecting periods of unemployment are marginally younger than those with continuous work experience.

Department of Regional Economic Expansion-assisted firms, in both municipalities, would appear to be hiring somewhat older people than those replacement employees in either Tiers II or III. Obviously, the prime causal factor is the relatively high percentage of previously employed incumbents in Tier I jobs compared to those in other Tiers. These previously employed individuals when compared to new labour force entrants or previously unemployed respondents tend to be slightly older, married and male, presumably with 2-3 years more work experience.

Education of Respondent

It is obvious from Table XIV that the educational status of Tier I employees is substantially higher in the Dartmouth/Halifax area than in Moncton. This is probably a reflection of the higher incidence of women in the Moncton Tier I labour force (which has been commented upon previously). The Dartmouth/Halifax Department of Regional Economic Expansion-assisted firms are or have been placing emphasis on hiring those employees with advanced education (i.e. trade school and university attendees) to a far greater extent than was reported from the Moncton area, which could be due to the fact that the available labour force is more educated or that the job mix demand requires more education.

TABLE XIV
EDUCATIONAL LEVEL ATTAINED BY TIER I EMPLOYEES

	<u>PUBLIC</u> <u>SCHOOL</u>	<u>SECONDARY</u> <u>SCHOOL</u>	<u>TRADE</u> <u>SCHOOL</u>	<u>UNIVERSITY</u>
	%	%	%	%
Total sample (Moncton- Dartmouth/Halifax)	23.3	49.2	16.2	11.2
Dartmouth/Halifax	16.0	52.5	19.2	12.5
Moncton	40.0	42.2	9.5	7.9
Employed immediately prior to current job	16.1	52.9	18.2	12.8
Unemployed immediately prior to current job	28.4	47.3	14.8	9.5
Not in labour force immediately prior to current job	33.3	43.2	13.6	9.9

Department of Regional Economic Expansion-assisted firms in the Moncton area are obviously hiring staff with substantially lower educational qualifications than their counterparts in Halifax/Dartmouth. This may be because of a short supply of well-educated, available workers in Moncton or a reflection of the types of industries surveyed, which may demand employees where education is not a primary criterion for selection.

Language spoken at home and at work

In conducting the research at the Tier I level, it was the consultant's experience that the usage of English was almost universal in the two test areas. Though respondents had a choice of answering an English or a French questionnaire, almost all chose to answer in English. On more than one occasion in Moncton, where there is a high incidence of people whose mother tongue is French, the statement was made that many employees were French-speaking, but more comfortable in reading and writing English.

LANGUAGE SPOKEN - TIER I EMPLOYEES

	BASE:	LANGUAGE SPOKEN AT HOME						LANGUAGE SPOKEN AT WORK						
		ENGLISH ONLY	FRENCH ONLY	OTHER ONLY	ENGLISH & FRENCH	ENGLISH & OTHER	TOTAL	ENGLISH ONLY	FRENCH ONLY	OTHER ONLY	ENGLISH & FRENCH	ENGLISH & OTHER	TOTAL	
Total sample - (Dartmouth/Halifax Moncton)	899	%	84	11	1	3	1	100	91	3	-	6	*	100
Dartmouth-Halifax Moncton	624	%	96	1	1	1	1	100	99	-	-	1	*	100
	275	%	55	35	2	8	*	100	72	10	-	18	*	100
Employed Immediately Prior to Current Job	422	%	90	7	1	1	1	100	94	1	-	5	*	100
Not In Labour Force and Unemployed Immediately-Prior to Current Job	477	%	78	15	1	5	1	100	88	5	-	7	*	100

* Less than .5%

The research indicates that there is some slight tendency on the part of Tier I employers to hire a greater proportion of French-speaking employees than is the case with Tier II or Tier III employers.

Although Moncton has a large French-speaking element (43% state they speak French at home), it is obvious that English is the business language of the community (90% state they speak English at work).

Again, we see the influence of the composition of the Moncton Tier I labour force (which draws heavily on those people who were not working immediately prior to their current job); in that, the incidence of speaking French, particularly in the home environment is higher among those who were unemployed or not in the labour force than among those who were working prior to taking the Tier I job.

EMPLOYEE TRAINING

Throughout the various levels of interviewing respondents were asked if they took any special training either before or after obtaining their current and/or previous position.

TABLE XV
INCIDENCE OF OBTAINING TRAINING BEFORE AND/OR
AFTER OBTAINING PRESENT AND PREVIOUS JOBS

	<u>PRE-JOB TRAINING</u>		<u>POST-JOB TRAINING</u>	
	<u>CURRENT</u> <u>JOB</u>	<u>PREVIOUS</u> <u>JOB</u>	<u>CURRENT</u> <u>JOB</u>	<u>PREVIOUS</u> <u>JOB</u>
	%	%	%	%
Tier I	12.1	13.4	40.4	31.2
Tier II	17.3	7.0	29.6	24.6
Tier III	7.4	16.7	29.6	16.7
Average (weighted)	12.3	12.4	33.2	24.2

On the average, relatively few (one out of 8) of the current R.D.I.A. job holders obtained training prior to taking their current job which equipped them to apply for it. However, there is some indication that more employees took training prior to starting their Tier II job than their current (R.D.I.A.) job. After getting the job, almost 40% of the current R.D.I.A. job holders received or took an on-the-job training program. In fact, significantly more respondents took an on-the-job training program regarding their current job than took a similar program pertaining to their previous job in all Tier levels. Possibly, more companies may now be offering on-the-job training than did in the past.

Little difference in the incidence of either pre or post training was observed between the two Maritime municipalities under study. However, significant differences in training levels were noted among those respondents who indicated that they had been unemployed just prior to obtaining their current R.D.I.A. job. Fewer (8.7%) of the previously unemployed than those previously working (13.3%) or those not previously in the labour force (17.4%) took a training program prior to getting their current job, but substantially more (43.5%) took training after getting the job. One conclusion which could be drawn is that the unemployed respondents were less likely to attempt to improve their value to prospective employers by taking training to equip themselves for future work, and more in need of it, than those R.D.I.A. employees who had not been previously unemployed just prior to getting their current job.

If an employee stated that they had received training prior to starting either their current or previous jobs they were asked "where this previous training was obtained". Three significant findings emerge, these are:

- (i) A higher percentage of Moncton Tier I job holders who took pre-job training took it through Canada Manpower (44.0%) than did Halifax/Dartmouth Tier I job holders (17.9%)
- (ii) Almost none (10.7%) of those respondents who had no gap in employment but took pre-job training took a Canada Manpower training program - they tended to take trade school or other courses instead. On the other hand more than half (53.4%) of previously unemployed who took pre-job training took it via Canada Manpower and placed less emphasis on either trade school or other types of courses.
- (iii) Tier II respondents who took pre-job training appear to place more emphasis on trade school pre-training (53.6%) than do similar Tier I respondents (33.9%).

Training provided to employees after they had actually been hired tended to be "on-the-job" training (82.6%) - previously (continuously) employed respondents were more likely to receive "other" types of post-hiring training than were the previously unemployed whose post-hiring training was almost completely limited to "on-the-job" (92.0%).

Prior to taking their present job those respondents who took special "pre-job" training tended to concentrate on "technical courses".

TABLE XVI
TYPE OF COURSE TAKEN PRIOR TO GETTING PRESENT JOB
BY THOSE TAKING COURSES

	<u>TOTAL</u>
	%
Commercial/Vocational School	10.1
Technical Course	31.2
Special Course	12.9
Academic Course (Secondary/University)	5.5
Other	21.1

NOTE: Does not add to 100% as those respondents who took "on-the-job" training and gave no answers have been removed.

Only minor differences occurred in the above, both between Tiers or between municipalities. However, there is some indication that those respondents who had not previously been working were more inclined to take a technical course than those who were previously unemployed immediately prior to their current job.

Both respondents who took pre-job and those who took post-job training were asked to estimate "on the average", how long these courses lasted.

TABLE XVII
AVERAGE LENGTH OF COURSE

	<u>PRE-JOB</u>	<u>POST-JOB</u>
	Average number	of months
Total Sample	5.4	3.4
Halifax/Dartmouth	5.8	3.5
Moncton	4.2	3.1
Previously working	5.7	3.4
Previously unemployed	4.5	3.4
Previously not in the labour force	5.7	3.7

"Pre-job" training programs appear to last, on the average, almost 1.6 times as long as "post-job" training programs. One explanation may be that pre-job training programs are undertaken in a school environment (i.e., technical or vocational school) and as a result the courses last the academic year; or that the areas covered are less specialized than the on-the-job training offered by employers (who try to get a new employee productive as soon as possible), and hence take more time to cover the subject matter.

SPATIAL SHIFT RESULTING FROM NEW JOB CREATION

There is no significant difference in the length of residence in a specific community between those currently holding R.D.I.A. jobs and successive Tiers; or between Halifax/Dartmouth residents or Moncton residents. It is also apparent that the previous job status has not been affected by length of residence. It would appear that length of residence in a specific community has little or nothing to do with employment patterns.

However, among those respondents who have lived in the specific community all of their life some regional differences appear.

TABLE XVIII
INCIDENCE OF LIVING IN A SPECIFIC COMMUNITY ALL OF
RESPONDENT'S LIFE

	<u>TIER I</u>	<u>TIER II</u>	<u>TIER III</u>
	%	%	%
Total sample	42.5	39.5	40.7
Halifax/Dartmouth	37.2	40.9	34.8
Moncton	54.5	36.2	75.0
Previously employed	37.9	43.3	37.5
Previously unemployed	46.1	36.0	30.8
Previously not in the labour force	46.6	37.3	42.1

Apparently residents of Moncton are less mobile (54.5%) than Haligonians (37.2%). Also, in Halifax/Dartmouth Tier II respondents are more likely (40.9%) to have resided in the specific community for their entire life than Tier I respondents; conversely, in Moncton more Tier I people (54.5%) came from the community than do Tier II people (36.2%).

It appears that more Moncton life-time residents are currently holding R.D.I.A.-assisted jobs than is the case in Dartmouth/Halifax.

There is also a slight indication that those hired who have lived in a specific community all of their life are more likely to have been previously not working, unemployed or not in the labour force.

Those respondents who had stated that they had previously lived elsewhere were asked their province of origin.

TABLE XIX
FORMER PROVINCE OF RESIDENCE
BY HALIFAX/DARTMOUTH RESPONDENTS AND MONCTON RESPONDENTS
WHO PREVIOUSLY HAVE LIVED IN ANOTHER COMMUNITY

	<u>HALIFAX/DARTMOUTH</u> <u>TIER I</u>	<u>MONCTON</u> <u>TIER I</u>
	%	%
New Brunswick	4.9	39.2 ²
Nova Scotia	53.5 ¹	8.0
Other Maritime	7.6	3.2
Quebec	3.1	11.2
Ontario	13.8	19.2
All Other Provinces	3.6	3.2
Foreign	11.5	13.6

1
All respondents now living in Dartmouth/Halifax, who previously lived in another community in Nova Scotia.

2
All respondents now living in Moncton, who previously lived in another community in New Brunswick.

Slight differences in province of origin appear between Tiers. Most Tier I respondents are currently working in their native province. A substantially higher proportion of respondents previously living in Quebec are currently filling R.D.I.A. jobs in Moncton than is the case in Halifax/Dartmouth. A relatively high percentage of R.D.I.A. jobs are currently filled by respondents from other countries, which might indicate that there is a tendency for foreign-owned companies in the area to import skilled labour from the parent company or country.

Of those respondents incumbent in R.D.I.A. jobs in Halifax/Dartmouth 53.5% were previous Nova Scotia residents, while of current R.D.I.A. incumbents in Moncton 39.2% were previous New Brunswick residents.

Respondents who indicated that they had lived elsewhere than in the community in which they were currently working were asked to specify if the reason they had moved was directly related to their current job or some other reason, that is, to look for a job, because they were transferred, because the company moved its location, etc., rather than some other reason (i.e. marriage, family moved, etc.).

TABLE XX
INCIDENCE OF CHANGING COMMUNITY OF RESIDENCE
DIRECTLY RELATED TO EMPLOYMENT

	<u>TIER</u> <u>I</u> %
Total sample	45.3
Halifax/Dartmouth	46.5
Moncton	41.6
Previously employed	53.4
Previously unemployed	39.5
Previously not in the labour force	37.0

Current holders of R.D.I.A. jobs who were previously employed are more likely to move for reasons connected with their job (53.4%) than people in non-R.D.I.A. jobs, and also, those people previously not working. This might indicate that a willingness to move if the job requires relocation or a job becomes available elsewhere, results in a more stable employment pattern.

Of those people in Tier I who had moved to the test communities most (76.1%), stated that they had financed their own moves. Of the remainder (17.9%) were financed by their companies, while only 4.3% said they had received other assistance, possibly through Government relocation grants. There were no appreciable differences in this regard among the non-R.D.I.A. job holders although there is some indication that non-R.D.I.A. job holders are more likely to have moved to the community on their own resources.

It is evident that current Halifax/Dartmouth residents are more likely (20.9%) to have their move financed by their companies than current Moncton residents (7.7%).

83% of those previously not working financed their own moves, while only 71.4% of those previously working paid for their own move.

The research also indicates that those people with a history of employment with no recent hiatus are much more likely (69.4%) to rent or buy their own accommodation upon arrival in a new community than those people with a history of unemployment (54.8%).

It would appear that most of the labour force currently holding R.D.I.A. jobs in the test communities have been drawn from Nova Scotia and New Brunswick with only a slight influx from other provinces and countries. In addition, most R.D.I.A. job holders in Halifax/Dartmouth are from Nova Scotia and most R.D.I.A. job holders in Moncton are from New Brunswick. Of previous non-residents currently incumbent in these jobs, there is also a slight indication that some R.D.I.A.-assisted firms who are subsidiaries of foreign-owned firms draw some of their labour force from their parent country.

The research also indicates that the degree of mobility has a definite influence on the individual employment pattern. In other words, the more willing an individual is to move, either to look for a job, or accept a transfer the less likely that person is to experience periods of unemployment.

In this context, it would appear that because of the high incidence of long-term residents currently holding R.D.I.A. jobs, the concept of providing jobs in specific communities is successful in drawing on the labour force in the surrounding area, rather than drawing upon an inter-provincial or international labour force.

METHODS OF RECRUITING NEW EMPLOYEES

Respondents were asked how or where they first heard of their current job, and given a list of possible sources of information. It is obvious from the research that the large majority of current R.D.I.A. job holders were informed by word-of-mouth. These contacts included friends and acquaintances, relatives, company employees and union personnel.

This is explained in part by the practice (which apparently is typical in many of the participating companies) of recruiting through existing employees rather than by media or agencies. This results in many people hearing about a job opening from brothers, cousins, etc. who are already employed by a particular firm.

TABLE XXI
SOURCE OF INFORMATION

	<u>TIER I</u>	<u>TIER II</u>
	%	%
From an ad	11.2	13.6
Word-of-mouth	49.9	44.4
Cold call	14.5	8.6
Internal promotion	9.9	15.4
Employment agency	2.8	1.9
Canada Manpower	14.5	14.8

NOTE: Percentages may add to more than 100% as some respondents may have given more than one answer.

From the above it is seen that as many current R.D.I.A. job holders heard about the job by contacting the company directly as those who heard about the job through a Canada Manpower office. This, and the high incidence of word-of-mouth dissemination of job information might well be a function of

city size, as significantly more current R.D.I.A. jobs were located by word-of-mouth in Moncton (58.9%) than in Halifax/Dartmouth (46.0%).

There also appears to be a slight tendency among R.D.I.A. job holders to be more aggressive in contacting the company directly, but again this is probably due to the publicity attendant upon a firm receiving a Government grant, making these companies more visible to job seekers at a point in time when job openings are available.

When asked how they went about obtaining their current job once they became aware of the job opening, again, the largest majority of current R.D.I.A. job holders contacted the company directly (64.3%). Canada Manpower referrals accounted for only 13.7% of current R.D.I.A. jobs.

However, when the method of obtaining current R.D.I.A. jobs is analyzed by those previously working and those previously not in the labour force or previously unemployed the following results are seen:

TABLE XXII
METHOD OF OBTAINING A JOB

	T I E R I			TOTAL
	PREVIOUSLY WORKING	PREVIOUSLY UNEMPLOYED	PREVIOUSLY NOT IN THE LABOUR FORCE	
	%	%	%	%
By advertising	-	-	-	-
Contacted by company	10.7	4.1	5.3	7.3
Cold call	61.1	65.5	71.2	64.3
Referred by my employer	15.6	2.0	3.0	8.6
Employment agency	4.0	3.5	3.0	3.7
Canada Manpower	5.5	23.5	14.4	13.7

NOTE: Percentages may add to more than 100% as some respondents may have given more than one answer.

The above again, indicates the obvious visibility of R.D.I.A. firms with an average of 64.3% calling on the company directly. More of those respondents previously unemployed were placed by Canada Manpower (23.5%) than any other category, with those people not previously in the labour force also being placed or making use of the Canada Manpower offices (14.4%).

DETAILED
STATISTICAL
TABLES

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
S.I.C. Groupings of companies of current employment	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Agriculture/Mining	-	-	1	.6	1	3.7
		Food/Beverage/Tobacco	118	13.1	18	11.1	1	3.7
		Rubber/Leather/Clothing	115	12.8	10	6.2	-	-
		Wood/Furniture/Paper/Printing	157	17.5	30	18.5	4	14.8
		Metal Fabricating	113	12.6	15	9.3	3	11.1
		Electrical Products	395	43.9	25	15.4	4	14.8
		Non-metallic Products	-	-	5	3.1	1	3.7
		Construction	-	-	4	2.5	-	-
		Transportation/Communications	-	-	10	6.2	2	7.4
		Trade	-	-	27	16.7	7	26.0
		Finance/Insurance Real Estate	-	-	2	1.2	-	-
		Community Business/Personal Services	-	-	14	8.6	4	14.8
		Public Admin./Defence/Miscellaneous	-	-	1	.6	-	-
		Unspecified	-	-	-	-	-	-
<hr/>								
Company Groupings of present employment of incumbents in R.D.I.A.-assisted firms	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		002	58	6.5	8	5.0	-	-
		003	17	1.9	8	5.0	3	11.1
		004	362	40.3	19	11.7	1	3.7
		005	8	.9	-	-	-	-
		006	13	1.5	1	.6	-	-
		007	-	-	1	.6	-	-
		008	18	2.0	2	1.2	-	-
		009	6	.7	1	.6	1	3.7
		010	1	.1	-	-	-	-
		011	20	2.2	3	1.9	-	-
		012	7	.8	-	-	-	-
		013	3	.3	-	-	-	-
		014	38	4.2	-	-	-	-
		015	-	-	2	1.2	-	-
		016	45	5.0	3	1.9	1	3.7
		017	3	.3	-	-	-	-
		018	1	.1	-	-	-	-
		019	24	2.7	2	1.2	-	-
		021	17	1.9	-	-	-	-
		023	9	1.0	5	3.1	-	-
		025	100	11.1	8	4.9	-	-
		026	34	3.8	-	-	-	-
		027	19	2.1	1	.6	-	-
		028	55	6.1	1	.6	-	-
		029	21	2.3	5	3.1	-	-
		030	17	1.9	-	-	-	-
		031	2	.2	1	.6	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
Company Groupings R.D.I.A.-assisted firms	All respondents	Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		035 Others *	1	.1	-	-	21	77.8

* All non-Tier I employers

Description of Sample	All respondents	Number of respondents	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
		Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		Completed interview	857	95.3	161	99.4	27	100.0
		Telegram interview	42	4.7	1	.6	-	-
		No contact	-	-	-	-	-	-
		Refused interview	-	-	-	-	-	-

Sex of Respondent	All respondents	Number of respondents	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
		Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		Male	569	63.3	122	75.3	22	81.5
		Female	330	36.7	40	24.7	5	18.5

Marital Status of Respondent	All respondents	Number of respondents	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
		Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		Married	537	59.7	99	61.1	13	48.2
		Divorced	28	3.1	2	1.2	-	-
		Widowed	7	.8	-	-	2	7.4
		Single	305	33.9	56	34.6	11	40.7
		Separated	23	2.6	5	3.1	1	3.7
		No answer	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
5. Which of the following age groups is closest to your age at your last birthday?	All respondents	Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		Under 21 years	188	20.9	35	21.6	8	29.6
		21 - 29 years	317	35.3	57	35.2	9	33.4
		30 - 39 years	183	20.4	33	20.4	7	25.9
		40 - 49 years	128	14.2	26	16.0	-	-
		50 - 59 years	66	7.3	6	3.7	3	11.1
		60 years or more	16	1.8	4	2.5	-	-
		No answer	1	.1	-	-	-	-
		Refused	-	-	1	.6	-	-
		Average	30.70		30.22		28.07	
6. What language do you usually speak - - -	All respondents	Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		English - At home	785	87.3	145	89.5	27	100.0
		- At work	871	96.9	156	96.3	26	96.3
		French - At home	131	14.6	21	13.0	-	-
		- At work	81	9.0	15	9.3	1	3.7
		Other - At home	19	2.1	1	.6	-	-
		- At work	2	.2	-	-	-	-
7. What was the last grade or highest level of education you completed in your schooling?	All respondents	Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		Some public school	164	18.2	28	17.3	3	11.1
		Completed public school	46	5.1	5	3.1	-	-
		Some secondary school	360	40.0	86	53.1	18	66.7
		Completed secondary school	83	9.2	11	6.8	2	7.4
		Some trade/technical school	21	2.3	2	1.2	-	-
		Completed trade/technical school	125	13.9	16	9.9	1	3.7
		Some university	32	3.6	7	4.3	1	3.7
		Completed university	41	4.6	4	2.5	1	3.7
		Other	27	3.0	4	2.5	1	3.7
		No schooling	1	.1	-	-	-	-
		No answer	-	-	-	-	-	-
		Refused	-	-	-	-	-	-
8. Are you a Canadian citizen?	All respondents	Number of respondents	<u>899</u>	<u>100.0</u>	<u>162</u>	<u>100.0</u>	<u>27</u>	<u>100.0</u>
		Yes	847	94.2	159	98.1	26	96.3
		No	51	5.7	3	1.9	1	3.7
		No answer	-	-	-	-	-	-
		Refused	1	.1	-	-	-	-

NOTE: Percentages and numbers may add to more than base and 100% because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
9(a) How long have you lived in this community?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Less than 1 year	88	9.8	20	12.4	4	14.8
		1 - 3 years	152	16.9	25	15.4	5	18.5
		4 - 7 years	85	9.5	25	15.4	3	11.1
		8 - 10 years	52	5.8	5	3.1	1	3.7
		11 - 15 years	67	7.5	5	3.1	1	3.7
		16 - 20 years	129	14.3	17	10.5	5	18.5
		20 years or more	322	35.8	65	40.1	8	29.7
		No answer	4	.4	-	-	-	-
		Average			14.00		13.82	
9(b) Have you lived in this community all your life?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Yes	382	42.5	64	39.5	11	40.7
		No	516	57.4	98	60.5	15	55.6
		No answer	-	-	-	-	1	3.7
		Refused	1	.1	-	-	-	-
9(c) Where did you live before you came to this community?	Those answering NO to Q9(b)	Number of respondents	516	100.0	98	100.0	15	100.0
		Newfoundland	18	3.5	4	4.1	1	6.7
		Prince Edward Island	16	3.1	4	4.1	1	6.7
		New Brunswick (other than Moncton)	68	13.2	18	18.4	1	6.7
		Nova Scotia (other than Dartmouth/Halifax)	219	42.4	32	32.6	5	33.3
		Quebec	26	5.0	3	3.1	-	-
		Ontario	78	15.1	23	23.5	5	33.3
		Manitoba	4	.8	1	1.0	-	-
		Alberta	3	.6	2	2.0	-	-
		Saskatchewan	-	-	2	2.0	1	6.7
		British Columbia	11	2.1	3	3.1	1	6.6
		Northwest Territories/Yukon	-	-	-	-	-	-
Foreign country	62	12.0	3	3.1	-	-		
No answer	13	2.5	3	3.0	-	-		
9(d) Why did you move to this community?	Those answering NO to Q9(b)	Number of respondents	516	100.0	98	100.0	15	100.0
		Move connected with any job	234	45.3	41	41.8	6	40.0
		Other reasons	277	53.7	55	56.1	8	53.3
		No answer	2	.4	1	1.0	-	-
		Refused	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
9(e) How was your move financed?	Those giving job as reason for moving	Number of respondents	234	100.0	41	100.0	6	100.0
		By respondent	178	76.1	30	73.2	5	83.3
		By respondent's company	42	17.9	10	24.4	1	16.7
		Other	10	4.3	1	2.4	-	-
		No answer	5	2.1	-	-	-	-
		Refused	-	-	-	-	-	-
9(e) Immediately after moving did you ---	Those giving job as reason for moving	Number of respondents	234	100.0	41	100.0	6	100.0
		Stay with relatives?	62	26.5	9	22.0	2	33.4
		Stay with friends?	13	5.6	1	2.4	-	-
		Rent/buy own accommodation?	150	64.1	29	70.7	2	33.3
		Other	5	2.1	2	4.9	2	33.3
		No answer	6	2.6	-	-	-	-
10. What is your present occupation, that is, what do you do on this job?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Professional	89	9.9	11	6.8	-	-
		Management/Executive	13	1.5	2	1.2	-	-
		Management/Supervisory/Foreman	67	7.5	19	11.7	2	7.4
		Clerical	116	12.9	34	21.0	8	29.7
		Service/Recreation	12	1.3	11	6.8	2	7.4
		Sales	10	1.1	8	4.9	3	11.1
		Skilled Labour	519	57.7	51	31.5	8	29.7
		Unskilled Labour	68	7.6	22	13.6	3	11.1
		Other	4	.4	4	2.5	1	3.7
		Student	-	-	-	-	-	-
		Refused	-	-	-	-	-	-
		No answer	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
11(a) How did you find out about this job?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Heard an ad on radio	-	-	1	.6	-	-
		Saw/heard an ad on T.V.	1	.1	-	-	-	-
		Saw ad in newspaper	99	11.0	21	13.0	5	18.5
		Saw ad in trade journal	1	.1	-	-	-	-
		From an employment agency	25	2.8	3	1.9	-	-
		From a Canada Manpower Office/ad	130	14.5	24	14.8	1	3.7
		From friends/relatives	287	31.9	48	29.6	7	25.9
		From acquaintances	60	6.7	13	8.0	1	3.7
		From my Union	2	.2	1	.6	-	-
		From a company employee	100	11.1	10	6.2	4	14.8
		Other	72	8.0	12	7.4	2	7.4
		Was given promotion/transfer	89	9.9	25	15.4	4	14.8
		Did not know there was an opening before applying	130	14.5	14	8.6	3	11.1
Don't Know/No answer	-	-	-	-	1	3.7		
Refused	-	-	-	-	-	-		
11(b) How did you get this job?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Referred by employment agency	33	3.7	3	1.9	-	-
		Applied to company directly	578	64.3	103	63.6	21	77.8
		Ad in newspaper/trade journal	-	-	1	.6	-	-
		Referred by Canada Manpower Office	123	13.7	18	11.1	1	3.7
		Contacted by Company Personnel Officer	66	7.3	12	7.4	1	3.7
		Other	22	2.4	4	2.5	2	7.4
		Referred to me by my employer	77	8.6	19	11.7	3	11.1
		Don't know/No answer	4	.4	2	1.2	-	-
		Refused	4	.4	2	1.2	-	-
12(a) Did you take any training course or instruction so that you would be able to apply for this specific job?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Yes	109	12.1	28	17.3	2	7.4
		No	790	87.9	134	82.7	25	92.6
		Don't know/No answer	-	-	-	-	-	-
12(b) Was this training or instruction obtained through ---?	Those answering YES to Q12(a)	Number of respondents	109	100.0	28	100.0	2	100.0
		Canada Manpower Training Programme	26	23.9	7	25.0	-	-
		A correspondence course	6	5.5	-	-	-	-
		An adult education course	4	3.7	1	3.6	-	-
		A trade school	37	33.9	15	53.6	2	100.0
		Other	36	33.0	5	17.8	-	-
		Don't know/No answer	-	-	-	-	-	-
Refused	-	-	-	-	-	-		

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
12(c) What was this course called?	Those answering YES to Q12(a)	Number of respondents	109	100.0	28	100.0	2	100.0
		On the job training	8	7.3	-	-	-	-
		Commercial course/vocational school	11	10.1	6	21.4	-	-
		Technical/welding/drafting, etc.	34	31.2	9	32.2	1	50.0
		Special/woodworking, etc.	14	12.9	2	7.1	-	-
		Other secondary academic	1	.9	-	-	-	-
		Other university academic	5	4.6	-	-	-	-
		Other	23	21.1	8	28.6	1	50.0
		Don't know/No answer	13	11.9	1	3.6	-	-
Refused	-	-	2	7.1	-	-		
12(d) How long did this training course or instruction last?	Those answering YES to Q12(a)	Number of respondents	109	100.0	28	100.0	2	100.0
		Less than 1 month	8	7.4	-	-	-	-
		1 month but less than 2	4	3.7	1	3.6	-	-
		2 months but less than 3	6	5.5	1	3.6	-	-
		3 months but less than 4	8	7.3	1	3.6	-	-
		4 months but less than 5	1	.9	2	7.1	-	-
		5 months but less than 6	1	.9	-	-	-	-
		6 months or more	80	73.4	23	82.1	2	100.0
		Don't know/No answer	1	.9	-	-	-	-
		Refused	-	-	-	-	-	-
		Average (in months)		5.40		5.93		6.50
13(a) After you obtained your present job, did you receive or take any training course or period of instruction that was directly applicable to this position?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Yes	363	40.4	48	29.6	8	29.6
		No	531	59.1	114	70.4	19	70.4
		Don't know/No answer	-	-	-	-	-	-
		Refused	5	.5	-	-	-	-
13(b) Was this training course or instruction obtained through---	Those answering YES to Q13(a)	Number of respondents	363	100.0	48	100.0	8	100.0
		Canada Manpower training programme	13	3.6	4	8.3	-	-
		A correspondence course	8	2.2	-	-	-	-
		An adult education class	21	5.8	2	4.2	-	-
		On the job training	300	82.6	37	77.1	8	100.0
		Other	20	5.5	3	6.3	-	-
		Don't know/No answer	2	.6	-	-	-	-
Refused	-	-	-	-	-	-		

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
13(c) How long did this training course or period of instruction last?	Those answering YES to Q13(a)	Number of respondents	363	100.0	48	100.0	8	100.0
		Less than 1 month	152	41.9	25	52.1	4	50.0
		1 month but less than 2	30	8.3	2	4.2	1	12.5
		2 months but less than 3	29	8.0	4	8.3	1	12.5
		3 months but less than 4	55	15.2	7	14.6	2	25.0
		4 months but less than 5	3	.8	-	-	-	-
		5 months but less than 6	7	1.9	-	-	-	-
		6 months or more	79	21.8	9	18.7	-	-
		Don't know/No answer	7	1.9	1	2.1	-	-
		Refused	-	-	-	-	-	-
		Average (in months)		3.42		3.38		3.25
14(a) About how many hours a week do you work in this position, NOT including overtime?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		1 - 4 hours per week	1	.1	1	.6	-	-
		5 - 9 hours per week	5	.6	-	-	-	-
		10 - 14 hours per week	3	.3	-	-	-	-
		15 - 19 hours per week	1	.1	1	.6	-	-
		20 - 24 hours per week	4	.4	1	.6	1	3.7
		25 - 29 hours per week	-	-	-	-	-	-
		30 - 34 hours per week	5	.6	2	1.3	1	3.7
		35 - 39 hours per week	174	19.4	31	19.1	5	18.5
		40 - 44 hours per week	656	73.0	100	61.7	18	66.7
		45 - 49 hours per week	21	2.3	12	7.4	-	-
		50 - 54 hours per week	11	1.2	5	3.1	-	-
		55 - 59 hours per week	9	1.0	4	2.5	1	3.7
		60 or more hours per week	7	.8	3	1.9	-	-
		Don't know/No answer	-	-	1	.6	1	3.7
Refused	2	.2	1	.6	-	-		
Average		41.05		41.78		40.46		
14(b) About how many hours a week, if any, do you work overtime in this position?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		I do not work overtime	475	52.8	91	56.2	14	51.9
		1 - 4 hours per week	157	17.5	23	14.2	6	22.2
		5 - 9 hours per week	141	15.7	28	17.3	4	14.8
		10 - 14 hours per week	51	5.7	10	6.2	2	7.4
		15 - 19 hours per week	17	1.9	2	1.2	-	-
		20 - 24 hours per week	16	1.8	3	1.8	-	-
		25 - 29 hours per week	4	.4	-	-	-	-
		30 - 34 hours per week	1	.1	-	-	-	-
		35 - 39 hours per week	-	-	-	-	-	-
		40 - 44 hours per week	-	-	-	-	-	-
		45 - 49 hours per week	-	-	-	-	-	-
		50 or more hours per week	-	-	-	-	-	-
		Don't know/No answer	36	4.0	5	3.1	1	3.7
		Average		7.16		7.17		5.58

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
14(c) Please tell me in which of the following months you have worked at your current position?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		December, 1972	434	48.3	49	30.2	9	33.3
		January, 1973	448	49.8	48	29.6	9	33.3
		February, 1973	472	52.5	52	32.1	10	37.0
		March, 1973	496	55.2	55	34.0	10	37.0
		April, 1973	517	57.5	61	37.7	11	40.7
		May, 1973	548	61.0	70	43.2	13	48.1
		June, 1973	589	65.5	77	47.5	17	63.0
		July, 1973	633	70.4	91	56.2	17	63.0
		August, 1973	681	75.8	103	63.6	18	66.7
		September, 1973	765	85.1	121	74.7	21	77.8
		October, 1973	839	93.3	142	87.7	26	96.3
		November, 1973	875	97.3	153	94.4	26	96.3
Don't know/No answer	55	6.1	34	21.0	6	22.2		

NOTE: Numbers add to more than base because respondents gave more than one answer.

15. Which of the following is closest to the amount you earn each week from this position, before deductions, <u>NOT</u> including overtime?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Less than \$40	5	.6	2	1.2	-	-
		\$40 - \$59.99	31	3.4	-	-	1	3.7
		60 - 79.99	128	14.2	26	16.1	6	22.3
		80 - 99.99	220	24.5	37	22.8	1	3.7
		100 - 119.99	133	14.8	22	13.6	2	7.4
		120 - 139.99	78	8.7	27	16.7	6	22.2
		140 - 159.99	60	6.7	12	7.4	4	14.8
		160 - 179.99	71	7.9	8	4.9	3	11.1
		180 - 199.99	61	6.8	7	4.3	-	-
		200 - 239.99	54	6.0	4	2.5	1	3.7
		240 - 259.99	13	1.4	2	1.2	-	-
		260 - 279.99	4	.4	3	1.9	-	-
		280 - 299.99	8	.9	-	-	-	-
		300 or more	26	2.9	7	4.3	1	3.7
		Don't know/No answer	5	.6	4	2.5	1	3.7
		Refused	1	.1	1	.6	1	3.7
Average			128.1		126.9		127.6	

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
16(a) How long have you worked for this company in ANY capacity, at this location?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Less than 3 months	109	12.1	26	16.0	3	11.1
		3 months but less than 6 months	145	16.1	32	19.8	6	22.3
		6 months but less than 1 year	169	18.8	38	23.5	6	22.2
		1 year but less than 18 months	85	9.5	12	7.4	1	3.7
		18 months but less than 2 years	80	8.9	5	3.1	-	-
		2 years but less than 3 years	95	10.6	17	10.5	2	7.4
		3 years but less than 4 years	162	18.0	12	7.4	3	11.1
		4 years or more	47	5.2	19	11.7	6	22.2
		Don't know/No answer	5	.6	-	-	-	-
		Refused	2	.2	1	.6	-	-
Average (in months)			19.29		16.99		21.28	
17(a) Did you work for your present company at ANOTHER location before working for them at this location?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Yes	65	7.2	14	8.6	1	3.7
		No	834	92.8	148	91.4	26	96.3
		Don't know/No answer	-	-	-	-	-	-
		Refused	-	-	-	-	-	-
17(b) Where was this previous location?	Those answering YES to Q17(a)	Number of respondents	65	100.0	14	100.0	1	100.0
		Newfoundland	-	-	-	-	-	-
		Prince Edward Island	-	-	-	-	-	-
		New Brunswick	5	7.7	1	7.2	-	-
		Nova Scotia	50	76.9	9	64.3	-	-
		Quebec	1	1.6	1	7.1	-	-
		Ontario	2	3.1	2	14.3	1	100.0
		Manitoba	-	-	-	-	-	-
		Alberta	1	1.5	-	-	-	-
		Saskatchewan	-	-	-	-	-	-
		British Columbia	-	-	-	-	-	-
		Northwest Territories/Yukon	-	-	-	-	-	-
		Foreign country	3	4.6	-	-	-	-
No answer	3	4.6	1	7.1	-	-		
17(c) Have you always held the same position with your present company?	All respondents	Number of respondents	899	100.0	162	100.0	27	100.0
		Yes	791	100.0	139	85.8	23	85.2
		No	108	12.0	23	14.2	4	14.8
		Don't know/No answer	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
17(d) How long have you worked for this company in your current position?	Those answering no to Q17 (c)	Number of respondents	<u>108</u>	<u>100.0</u>	<u>23</u>	<u>100.0</u>	<u>4</u>	<u>100.0</u>
		Less than 3 months	19	17.6	2	8.7	1	25.0
		3 months but less than 6 months	18	16.7	7	30.4	-	-
		6 months but less than 1 year	21	19.4	4	17.4	-	-
		1 year but less than 18 months	16	14.8	7	30.4	-	-
		18 months but less than 2 years	1	.9	-	-	-	-
		2 years but less than 3 years	16	14.8	1	4.4	2	50.0
		3 years but less than 4 years	10	9.3	1	4.4	1	25.0
		4 years or more	7	6.5	1	4.3	-	-
		Don't know	-	-	-	-	-	-
		No answer	-	-	-	-	-	-
Average (in months)			20.13		14.15		26.63	
18(a) Before taking this position with this company, did you work before?* That is, either working for yourself, someone else, or some other company, (including municipal, provincial and federal governments, military or civil).	Those answering yes to Q17 (c)	Number of respondents	<u>791</u>	<u>100.0</u>	<u>139</u>	<u>100.0</u>	<u>23</u>	<u>100.0</u>
		Yes	661	83.6	112	80.6	18	78.3
		No	130	16.4	27	19.4	5	21.7
* relates to any previous work experience.								
18(b) Did you have this position with this company lined up before leaving your previous job?	Those answering yes to Q18 (a)	Number of respondents	<u>661</u>	<u>100.0</u>	<u>112</u>	<u>100.0</u>	<u>18</u>	<u>100.0</u>
		Yes	314	47.5	37	33.0	4	22.2
		No	347	52.5	75	67.0	14	77.8
18(c) Before taking this position, were you working for yourself? That is, were you self-employed in any capacity?	Those answering yes to Q18 (b)	Number of respondents	<u>314</u>	<u>100.0</u>	<u>37</u>	<u>100.0</u>	<u>4</u>	<u>100.0</u>
		Yes	11	3.5	3	8.1	2	50.0
		No	303	96.5	34	91.9	2	50.0

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
SIC Groupings of companies of current employment	Previously self- employed	Number of respondents	11	100.0	3	100.0	2	100.0
		Agriculture/Mining	1	9.1	2	66.7	1	50.0
		Food/Beverage/Tobacco	1	9.1	-	-	-	-
		Rubber/Leather/Clothing	1	9.1	-	-	-	-
		Wood/Furniture/Paper/Printing	1	9.1	-	-	-	-
		Metal Fabricating	1	9.1	-	-	-	-
		Electrical Products	-	-	-	-	-	-
		Non-Metallic Products	1	9.1	-	-	-	-
		Construction	1	9.1	-	-	-	-
		Transportation/Communications	-	-	-	-	-	-
		Trade	2	18.2	1	33.3	1	50.0
		Finance/Insurance/Real Estate	-	-	-	-	-	-
		Community Business/Personal Services	2	18.1	-	-	-	-
		Public Administration/Defence/Misc. Unspecified	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
Company groupings of present employment of incumbents in R.D.I.A.-assisted firms	Previously self- employed	Number of respondents	11	100.0	3	100.0	2	100.0
		002	1	9.1	-	-	-	-
		003	-	-	-	-	-	-
		004	2	18.2	1	33.3	-	-
		005	-	-	-	-	-	-
		006	-	-	-	-	-	-
		007	-	-	-	-	-	-
		008	-	-	-	-	-	-
		009	-	-	-	-	-	-
		010	-	-	-	-	-	-
		011	-	-	-	-	-	-
		012	1	9.1	-	-	-	-
		013	-	-	-	-	-	-
		014	-	-	-	-	-	-
		015	-	-	-	-	-	-
		016	2	18.2	-	-	-	-
		017	-	-	-	-	-	-
		018	-	-	-	-	-	-
		019	-	-	-	-	-	-
		021	1	9.1	-	-	-	-
023	-	-	-	-	-	-		
025	-	-	-	-	-	-		
026	-	-	-	-	-	-		
027	2	18.1	-	-	-	-		
028	1	9.1	-	-	-	-		

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
Company Groupings RDIA-assisted firms (continued)	Previously self- employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
		029	1	9.1	-	-	-	-
		030	-	-	-	-	-	-
		031	-	-	-	-	-	-
		035	-	-	-	-	-	-
		036	-	-	-	-	-	-
		Others*	-	-	2	66.7	2	100.0

* All non-Tier I employers.

Description of sample	Those previously self-employed	Number of respondents	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
		Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
		Completed interview	11	100.0	3	100.0	2	100.0
		Telegram interview	-	-	-	-	-	-
		No contact	-	-	-	-	-	-
		Refused interview	-	-	-	-	-	-
(19) We determined, in the first part of this questionnaire that, just before you began your present job, you were self-employed, what was the self- employment, that is, what did you do?	Those previously self-employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
		Professional	1	9.1	-	-	-	-
		Management-Executive	-	-	1	33.3	-	-
		Management Supervisory/Foreman	-	-	-	-	-	-
		Clerical	-	-	-	-	-	-
		Service/Recreation	-	-	-	-	-	-
		Sales	2	18.2	-	-	1	50.0
		Skilled Labour	6	54.5	-	-	-	-
		Unskilled Labour	1	9.1	-	-	-	-
		Other	1	9.1	2	66.7	1	50.0
		Student	-	-	-	-	-	-
		Refused	-	-	-	-	-	-
		No Answer	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III		
			#	%	#	%	#	%	
Province in which respondent was self-employed	Those previously self-employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>	
		Newfoundland	-	-	-	-	-	-	
		Prince Edward Island	1	9.1	2	66.7	1	50.0	
		New Brunswick	4	36.4	-	-	-	-	
		Nova Scotia	6	54.5	1	33.3	-	-	
		Quebec	-	-	-	-	-	-	
		Ontario	-	-	-	-	1	50.0	
		Manitoba	-	-	-	-	-	-	
		Alberta	-	-	-	-	-	-	
		Saskatchewan	-	-	-	-	-	-	
		British Columbia	-	-	-	-	-	-	
		Northwest Territories/Yukon	-	-	-	-	-	-	
		Foreign Country	-	-	-	-	-	-	
		No answer	-	-	-	-	-	-	
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20(a)	How many hours a week did you work at the job described above, Not including over-time?	Those previously self-employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
			1 - 4 hours per week	-	-	-	-	-	-
			5 - 9 hours per week	-	-	-	-	-	-
			10 - 14 hours per week	-	-	-	-	-	-
			15 - 19 hours per week	-	-	-	-	-	-
			20 - 24 hours per week	-	-	-	-	-	-
			25 - 29 hours per week	-	-	-	-	-	-
			30 - 34 hours per week	1	9.1	-	-	-	-
			35 - 39 hours per week	5	45.4	-	-	1	50.0
			40 - 44 hours per week	1	9.1	2	66.7	-	-
			45 - 49 hours per week	1	9.1	-	-	-	-
			50 - 54 hours per week	1	9.1	-	-	-	-
			55 - 59 hours per week	1	9.1	-	-	-	-
			60 or more hours per week	1	9.1	-	-	-	-
			Don't know/no answer	-	-	1	33.3	1	50.0
			Refused	-	-	-	-	-	-
			Average		43.18		42.00		37.00

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
20(b) About how many hours a week, if any, did you work overtime on this job?	Those previously self-employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
		I did not work overtime	9	81.8	-	-	1	50.0
		1 - 4	-	-	-	-	-	-
		5 - 9	1	9.1	1	33.4	-	-
		10 - 14	1	9.1	-	-	-	-
		15 - 19	-	-	-	-	-	-
		20 - 24	-	-	1	33.3	-	-
		25 - 29	-	-	-	-	-	-
		30 - 34	-	-	-	-	-	-
		35 - 39	-	-	-	-	-	-
		40 - 44	-	-	-	-	-	-
		45 - 49	-	-	-	-	-	-
		50 hours or more per week	-	-	-	-	-	-
Don't know/no answer	-	-	1	33.3	1	50.0		
Average			9.50		14.50			

21. During this period of self-employment please tell me in which of the following months, during an average year, you worked at the job described above?	Those previously self-employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
		January	7	63.6	3	100.0	2	100.0
		February	7	63.6	3	100.0	2	100.0
		March	8	72.7	3	100.0	2	100.0
		April	10	90.9	3	100.0	2	100.0
		May	10	90.9	3	100.0	2	100.0
		June	10	90.9	3	100.0	2	100.0
		July	10	90.9	3	100.0	2	100.0
		August	9	81.8	3	100.0	2	100.0
		September	9	81.8	3	100.0	2	100.0
		October	8	72.7	3	100.0	2	100.0
		November	8	72.7	3	100.0	2	100.0
		December	8	72.7	3	100.0	2	100.0
		Don't know/no answer	-	-	-	-	-	-

NOTE: Numbers add to more than base because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
22(a) Which of the following is closest to the amount you earned per week from your self-employment, after you deducted business expenses but not including overtime?	Those previously self-employed	Number of respondents	11	100.0	3	100.0	2	100.0
		Less than \$40.00	3	27.3	1	33.4	-	-
		40.00 - 59.99	-	-	-	-	-	-
		60.00 - 79.99	3	27.2	-	-	-	-
		80.00 - 99.99	1	9.1	-	-	-	-
		100.00 - 119.99	1	9.1	-	-	-	-
		120.00 - 139.99	1	9.1	-	-	1	50.0
		140.00 - 159.99	-	-	-	-	-	-
		160.00 - 179.99	-	-	-	-	-	-
		180.00 - 199.99	1	9.1	-	-	-	-
		200.00 - 239.99	-	-	-	-	-	-
		240.00 - 259.99	-	-	-	-	-	-
		260.00 - 279.99	-	-	-	-	-	-
		280.00 - 299.99	-	-	-	-	-	-
		300.00 or more	1	9.1	1	33.3	-	-
		Don't know/No answer	-	-	1	33.3	1	50.0
		Refused	-	-	-	-	-	-
Average			101.80		165.00		130.00	
22(b) How long were you self-employed?	Those previously self-employed	Number of respondents	11	100.0	3	100.0	2	100.0
		Less than 3 months	-	-	-	-	-	-
		3 months but less than 6 months	2	18.2	-	-	-	-
		6 months but less than 1 year	2	18.2	-	-	-	-
		1 year but less than 18 months	2	18.2	-	-	-	-
		18 months but less than 2 years	-	-	-	-	-	-
		2 years but less than 3 years	-	-	-	-	-	-
		3 years but less than 4 years	-	-	-	-	1	50.0
		4 years or more	5	45.5	3	100.0	1	50.0
		Don't know	-	-	-	-	-	-
		No answer	-	-	-	-	-	-
Average (in months)			29.7		54.0		48.0	

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
22(c) Are you still self-employed? That is, doing the same thing in the same capacity in <u>addition</u> to the job you now hold?	Those previously self-employed	Number of respondents	<u>11</u>	<u>100.0</u>	<u>3</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>
		Yes	-	-	1	33.3	1	50.0
		No	11	100.0	2	66.7	1	50.0
23(a) Is there another person, who at the present time is working in the job you just described? That is, in the same capacity as you were?	Those previously self-employed who answered no to Q22 (c)	Number of respondents	<u>11</u>	<u>100.0</u>	<u>2</u>	<u>100.0</u>	<u>1</u>	<u>100.0</u>
		Yes	2	18.2	1	50.0	-	-
		No	9	81.8	1	50.0	1	100.0
23(b) Do you know their name, address and phone number.	Those previously self-employed who answered yes to Q23 (a)	Number of respondents	<u>2</u>	<u>100.0</u>	<u>1</u>	<u>100.0</u>	<u>0</u>	<u>0</u>
		Yes	2	100.0	1	100.0	-	-
		No	-	-	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
SIC Groupings Previous Employers	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Agriculture/Mining	3	.7	-	-	-	-
		Food/Beverage/Tobacco	26	6.3	5	8.8	-	-
		Rubber/Leather/Clothing	23	5.6	2	3.5	-	-
		Wood/Furniture/Paper/Printing	45	11.0	7	12.3	2	33.3
		Metal fabricating	30	7.3	9	15.8	-	-
		Electrical products	169	41.1	7	12.3	2	33.3
		Non-metallic products	7	1.7	2	3.5	-	-
		Construction	10	2.4	4	7.0	1	16.7
		Transportation/Communications	16	3.9	5	8.8	-	-
		Trade	44	10.7	8	14.0	1	16.7
		Finance/Insurance/Real Estate	5	1.2	1	1.8	-	-
		Community Business/Personal Service	29	7.1	6	10.5	-	-
		Public Administration/Defence/Misc.	3	.7	1	1.7	-	-
		Unspecified	1	.3	-	-	-	-
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Company Groupings of present employment of incumbents in R.D.I.A.-assisted firms.	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		002	23	5.6	2	3.5	-	-
		003	11	2.7	5	8.8	1	16.7
		004	202	49.2	6	10.5	-	-
		005	1	.3	-	-	-	-
		006	8	2.0	-	-	-	-
		007	-	-	-	-	-	-
		008	8	1.9	1	1.8	-	-
		009	3	.7	1	1.8	-	-
		010	1	.2	-	-	-	-
		011	12	2.9	-	-	-	-
		012	3	.7	-	-	-	-
		013	2	.5	-	-	-	-
		014	18	4.4	-	-	-	-
		015	-	-	1	1.8	-	-
		016	28	6.8	2	3.5	-	-
		017	-	-	-	-	-	-
		018	-	-	-	-	-	-
		019	11	2.7	2	3.5	-	-
		021	6	1.5	-	-	-	-
		023	4	1.0	2	3.5	-	-
		025	25	6.1	2	3.5	-	-
		026	8	1.9	-	-	-	-
		027	10	2.4	1	1.7	-	-
		028	12	2.9	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
Company Groupings (Continued)	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		029	6	1.5	-	-	-	-
		030	8	1.9	-	-	-	-
		031	1	.2	1	1.7	-	-
		035	-	-	-	-	-	-
		036	-	-	-	-	-	-
		Others*	-	-	31	54.4	5	83.3

* All non-Tier I employers.

Province in which previous employer was located	Those previously employed (excluding self-employment)	Number of respondents	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
		Number of respondents	411	100.0	57	100.0	6	100.0
		Newfoundland	2	0.5	1	1.8	-	-
		Prince Edward Island	1	0.2	-	-	-	-
		New Brunswick	71	17.3	11	19.3	2	33.3
		Nova Scotia	312	75.9	39	68.4	2	33.3
		Quebec	6	1.5	2	3.5	-	-
		Ontario	16	3.9	4	7.0	2	33.4
		Manitoba	-	-	-	-	-	-
		Alberta	1	0.2	-	-	-	-
		Saskatchewan	-	-	-	-	-	-
		British Columbia	-	-	-	-	-	-
		Northwest Territories/Yukon	-	-	-	-	-	-
		Foreign country	-	-	-	-	-	-
		No Answer	2	0.5	-	-	-	-

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
26(a) What was your occupation? That is, what did you do in this previous job?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Professional	46	11.2	3	5.3	-	-
		Management - Executive	3	.7	-	-	-	-
		Management - Supervisory/Foreman	37	9.0	3	5.3	1	16.7
		Clerical	60	14.6	13	22.8	2	33.3
		Service/Recreation	25	6.1	3	5.3	-	-
		Sales	19	4.6	6	10.5	-	-
		Skilled Labour	170	41.4	21	36.8	3	50.0
		Unskilled Labour	44	10.7	7	12.3	-	-
		Other	7	1.7	1	1.7	-	-
		Student	-	-	-	-	-	-
Refused	-	-	-	-	-	-		
27(a) How many hours a week did you work in the position described above, <u>Not</u> including overtime?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		1 - 4 hours per week	-	-	-	-	-	-
		5 - 9 hours per week	2	.5	-	-	-	-
		10 - 14 hours per week	2	.5	-	-	-	-
		15 - 19 hours per week	2	.5	-	-	-	-
		20 - 24 hours per week	2	.5	-	-	-	-
		25 - 29 hours per week	3	.7	1	1.8	-	-
		30 - 34 hours per week	9	2.2	3	5.3	1	16.7
		35 - 39 hours per week	57	13.9	6	10.5	1	16.7
		40 - 44 hours per week	286	69.6	39	68.4	3	50.0
		45 - 49 hours per week	31	7.5	4	7.0	1	16.6
		50 - 54 hours per week	7	1.7	1	1.8	-	-
		55 - 59 hours per week	3	.7	1	1.7	-	-
		60 or more hours per week	7	1.7	2	3.5	-	-
		Don't know/no answer	-	-	-	-	-	-
Refused	-	-	-	-	-	-		
	Average		41.41		42.11		40.33	

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
27(b) About how many hours if any, per week did you work overtime in this position?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		I did not work overtime	213	51.8	28	49.1	4	66.7
		1 - 4 hours per week	64	15.6	9	15.8	1	16.7
		5 - 9 hours per week	54	13.1	8	14.1	-	-
		10 - 14 hours per week	29	7.1	4	7.0	-	-
		15 - 19 hours per week	12	2.9	2	3.5	-	-
		20 - 24 hours per week	8	1.9	-	-	1	16.6
		25 - 29 hours per week	4	1.0	-	-	-	-
		30 - 34 hours per week	-	-	-	-	-	-
		35 - 39 hours per week	-	-	-	-	-	-
		40 - 44 hours per week	1	.2	-	-	-	-
		45 - 49 hours per week	-	-	-	-	-	-
		50 or more hours per week	1	.2	-	-	-	-
Don't know/No answer	24	5.8	6	10.5	-	-		
	Average		8.45		6.98		12.25	
27(c) During this period of employment, please indicate which of the following months during the year that you worked in the position described above?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		January	292	71.0	40	70.2	5	83.3
		February	294	71.5	41	71.9	5	83.3
		March	303	73.7	40	70.2	5	83.3
		April	305	74.2	44	77.2	5	83.3
		May	320	77.9	42	73.7	5	83.3
		June	330	80.3	44	77.2	5	83.3
		July	333	81.0	45	78.9	5	83.3
		August	337	82.0	48	84.2	5	83.3
		September	328	79.8	46	80.7	5	83.3
		October	311	75.7	45	78.9	5	83.3
		November	290	70.6	42	73.7	6	100.0
		December	276	67.2	42	73.7	6	100.0
Don't know/No answer	2	.5	-	-	-	-		

NOTE: Numbers add to more than base because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
28. How long did you work for the employer referred to in Q.24 in the position described in Q.25?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Less than 3 months	33	8.0	2	3.5	1	16.7
		3 months but less than 6 months	49	11.9	10	17.5	-	-
		6 months but less than 1 year	49	11.9	5	8.8	-	-
		1 year but less than 18 months	40	9.7	11	19.2	-	-
		18 months but less than 2 years	22	5.4	1	1.8	-	-
		2 years but less than 3 years	42	10.2	11	19.2	2	33.3
		3 years but less than 4 years	28	6.8	5	8.8	1	16.7
		4 years but less than 5 years	17	4.1	1	1.8	-	-
		5 years but less than 6 years	15	3.6	2	3.5	1	16.7
		6 years but less than 7 years	12	2.9	1	1.8	-	-
		7 years but less than 8 years	9	2.2	-	-	-	-
		8 years but less than 9 years	11	2.7	1	1.8	1	16.7
		9 years but less than 10 years	18	4.4	-	-	-	-
		10 years or more	44	10.7	1	1.8	-	-
Don't know/No answer	22	5.4	6	10.5	-	-		
Refused	-	-	-	-	-	-		
	Average (in months)		41.9		25.5		45.3	
29. Which of the following is closest to the amount you earned per week, before deductions, at this previous job, Not including overtime?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Less than \$40.00	8	2.0	-	-	-	-
		\$40.00 - 59.99	16	3.9	1	1.8	-	-
		60.00 - 79.99	61	14.9	7	12.3	-	-
		80.00 - 99.99	86	20.9	13	22.8	-	-
		100.00 - 119.99	65	15.8	12	21.1	3	50.0
		120.00 - 139.99	40	9.7	6	10.5	1	16.7
		140.00 - 159.99	29	7.1	5	8.8	-	-
		160.00 - 179.99	24	5.8	2	3.5	-	-
		180.00 - 199.99	22	5.4	2	3.5	-	-
		200.00 - 239.99	31	7.6	2	3.5	-	-
		240.00 - 259.99	8	1.9	3	5.3	-	-
		260.00 - 279.99	1	.2	-	-	-	-
		280.00 - 299.99	3	.7	1	1.7	1	16.7
		300.00 or more	12	2.9	2	3.5	-	-
Don't know/No answer	5	1.2	1	1.7	-	-		
Refused	-	-	-	-	1	16.6		
	Average		127.00		131.40		150.00	

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
30. We have listed below a few of the reasons why people might change jobs. Please tell me All the reasons why You left the job listed above to come to your present job.	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Given a new job/promotion	109	26.5	19	33.3	3	50.0
		Old job was seasonal	14	3.4	1	1.8	-	-
		Old job was part-time	15	3.6	3	5.3	-	-
		Wished to increase earnings	143	34.8	32	56.1	1	16.7
		For health reasons	14	3.4	-	-	-	-
		Temporary lay-off	17	4.1	2	3.5	-	-
		Permanent lay-off	5	1.2	1	1.8	-	-
		Employer moved	5	1.2	1	1.8	-	-
		Did not take transfer	-	-	-	-	-	-
		Other	184	44.8	11	19.3	2	33.3
		No answer	7	1.7	1	1.8	-	-
		Refused	-	-	-	-	-	-

NOTE: Numbers and percentages may add to more than base and 100% because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
31(a) Again, referring to this previous job, that is, the job you held before your current position either with your current employer or another employer/company how did you find out about it?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Heard an ad on radio	-	-	-	-	-	-
		Saw/heard ad on TV	1	.2	-	-	-	-
		Saw ad in newspaper	40	9.7	5	8.8	1	16.7
		Saw ad in trade journal	-	-	-	-	-	-
		Employment agency	14	3.4	1	1.8	2	33.3
		From Canada Manpower office/ad	43	10.5	12	21.1	-	-
		From friends/relatives	111	27.0	18	31.6	1	16.7
		From acquaintances	37	9.0	4	7.0	-	-
		From my union	1	.2	-	-	-	-
		From company employer	68	16.5	4	7.0	-	-
		Other	43	10.5	4	7.0	1	16.7
		Given promotion/transfer	56	13.6	10	17.5	-	-
		Did not know there was opening	28	6.8	2	3.5	-	-
		Don't know/no answer	5	1.2	2	3.5	1	16.7
Refused	-	-	-	-	-	-		

NOTE: Numbers and percentages may add to more than base and 100% because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
31(b) How did you get this previous job?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Referred by employment agency	19	4.6	1	1.8	1	16.7
		Applied to company directly	258	62.8	32	56.1	4	66.7
		Ad in newspaper/trade journal	1	.2	-	-	-	-
		By Canada manpower	29	7.1	8	14.0	-	-
		Contacted by company personal officer	29	7.1	5	8.8	-	-
		Other	16	3.9	3	5.3	1	16.6
		Referred to me by my employer	57	13.9	7	12.3	-	-
		Don't know/no answer	8	1.9	2	3.5	-	-
		Refused	1	.2	-	-	-	-

NOTE: Numbers and percentages may add to more than base and 100% because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
32(a) Before you applied for this previous job did you take any training course or instruction so that you would be able to apply for it?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Yes	55	13.4	4	7.0	1	16.7
		No	356	86.6	53	93.0	5	83.3
		Don't know/no answer	-	-	-	-	-	-
32(b) Was this training or instruction obtained through	Those previously employed who answered yes to Q.32 (a). (excluding self-employment)	Number of respondents	55	100.0	4	100.0	1	100.0
		Canada Manpower	4	7.3	1	25.0	-	-
		A correspondence course	3	5.5	-	-	-	-
		Adult education class	2	3.6	2	50.0	-	-
		A trade school	24	43.6	-	-	-	-
		Other	24	43.6	1	25.0	1	100.0
		Don't know/no answer	-	-	-	-	-	-
		Refused	-	-	-	-	-	-
33(c) What was this course called?	Those previously employed who answered yes to Q.32 (a). (excluding self-employment)	Number of respondents	55	100.0	4	100.0	1	100.0
		On the job training	2	3.6	-	-	1	100.0
		Commercial course/vocational	1	1.8	-	-	-	-
		Technical course	17	30.9	2	50.0	-	-
		Special course	8	14.6	-	-	-	-
		Other secondary school	-	-	-	-	-	-
		Other university	1	1.8	-	-	-	-
		Other	21	38.2	2	50.0	-	-
		Don't know/no answer	4	7.3	-	-	-	-
		Refused	1	1.8	-	-	-	-
33(d) How long did this training course or instruction last?	Those previously employed who answered yes to Q.32 (a). (excluding self-employment)	Number of respondents	55	100.0	4	100.0	1	100.0
		Less than 1 month	1	1.8	-	-	1	100.0
		1 month but less than 2 months	1	1.8	-	-	-	-
		2 months but less than 3 months	1	1.8	1	25.0	-	-
		3 months but less than 4 months	1	1.8	-	-	-	-
		4 months but less than 5 months	-	-	-	-	-	-
		5 months but less than 6 months	2	3.6	-	-	-	-
		6 months or more	46	83.7	3	75.0	-	-
		Don't know/no answer	3	5.5	-	-	-	-
		Refused	-	-	-	-	-	-
Average (in months)			6.12		5.50		.50	

NOTE: Numbers add to more than base because respondents gave more than one answer.

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
33(a) After you obtained this previous position, did you take any training course or period of instruction that was directly applicable to this job?	Those previously employed (excluding self-employment)	Number of respondents	411	100.0	57	100.0	6	100.0
		Yes	128	31.2	14	24.6	1	16.7
		No	282	68.6	43	75.4	5	83.3
		Don't know/no answer	1	.2	-	-	-	-
		Refused	-	-	-	-	-	-
33(b) Was this training course or instruction period obtained through?	Those previously employed who answered yes to Q.33 (a) (excluding self-employment)	Number of respondents	128	100.0	14	100.0	1	100.0
		Canada Manpower	4	3.1	3	21.4	-	-
		Correspondence course	7	5.5	-	-	-	-
		Adult education class	12	9.4	1	7.2	-	-
		On the job training	88	68.7	10	71.4	1	100.0
		Other	15	11.7	-	-	-	-
		Don't know/no answer	2	1.6	-	-	-	-
Refused	-	-	-	-	-	-		
33(c) How long did this training course or period of instruction last?	Those previously employed who answered yes to Q.33 (a) (excluding self-employment)	Number of respondents	128	100.0	14	100.0	1	100.0
		Less than 1 month	45	35.1	4	28.6	-	-
		1 month but less than 2 months	12	9.4	2	14.3	-	-
		2 months but less than 3 months	15	11.7	3	21.4	-	-
		3 months but less than 4 months	6	4.7	-	-	-	-
		4 months but less than 5 months	2	1.6	1	7.1	-	-
		5 months but less than 6 months	1	.8	-	-	-	-
		6 months or more	41	32.0	4	28.6	1	100.0
		Don't know/no answer	6	4.7	-	-	-	-
		Refused	-	-	-	-	-	-
		Average (in months)		3.03		3.00		6.00

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
Company Groupings of current employment of incumbents of R.D.I.A.-assisted firms	Those previously not working	Number of respondents	477	100.0	102	100.0	19	100.0
		002	35	7.3	6	5.9	-	-
		003	6	1.3	3	2.9	2	10.5
		004	157	32.9	12	11.8	1	5.3
		005	7	1.5	-	-	-	-
		006	5	1.1	1	1.0	-	-
		007	-	-	1	1.0	-	-
		008	10	2.1	1	1.0	-	-
		009	3	.6	-	-	1	5.3
		010	-	-	-	-	-	-
		011	8	1.7	3	2.9	-	-
		012	3	.6	-	-	-	-
		013	1	.2	-	-	-	-
		014	20	4.2	-	-	-	-
		015	-	-	1	1.0	-	-
		016	15	3.2	1	1.0	1	5.2
		017	3	.6	-	-	-	-
		018	1	.2	-	-	-	-
		019	13	2.7	-	-	-	-
		021	10	2.1	-	-	-	-
		023	5	1.0	3	2.9	-	-
		024	-	-	-	-	-	-
		025	75	15.7	6	5.9	-	-
		026	26	5.5	-	-	-	-
		027	7	1.5	-	-	-	-
		028	42	8.8	1	1.0	-	-
		029	14	2.9	5	4.9	-	-
		030	9	1.9	-	-	-	-
		031	1	.2	-	-	-	-
		035	1	.2	-	-	-	-
		036	-	-	-	-	-	-
		Others *	-	-	58	56.8	14	73.7

* All non-Tier I employers

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
34. We determined in the first part of the questionnaire that just before you began your present job you were not working. We have listed below some of the reasons why people are not working. Would you please tell me the reasons why you were not working?	Those previously not working	Number of respondents	477	100.0	102	100.0	19	100.0
		Long personal illness	23	4.8	4	3.9	-	-
		Care for children/homemaker	55	11.5	10	9.8	2	10.5
		Enrolled in school/college	71	14.9	14	13.7	4	21.0
		Enrolled in training course	19	4.0	8	7.8	-	-
		Did not wish to work	34	7.1	8	7.8	1	5.3
		No work available	180	37.7	42	41.2	9	47.4
		Extended vacation	18	3.8	3	2.9	-	-
		Moved away	32	6.7	9	8.8	-	-
		Reasons considered private	15	3.1	1	1.0	1	5.3
		None of the above	60	12.6	9	8.8	2	10.5
		Don't know/no answer	-	-	-	-	-	-
		Refused	-	-	-	-	-	-

NOTE: Numbers add to more than base because respondents gave more than one answer.

35(a) Were there any reasons we have not specified?	Those previously not working	Number of respondents	477	100.0	102	100.0	19	100.0
		Yes	78	16.4	12	11.8	2	10.5
		No	399	83.6	90	88.2	17	89.5

35(b) Please specify these reasons.	Those previously not working who answered yes to Q.35 (a).	Number of respondents	78	100.0	12	100.0	2	100.0
		Laid off	17	21.8	1	8.4	-	-
		Waiting for landed immigrant status	3	3.8	1	8.4	-	-
		Waiting for job opening	6	7.7	1	8.3	-	-
		Waiting for work in my field	2	2.6	-	-	1	50.0
		Company went out of business	3	3.8	1	8.3	-	-
		Health reasons	3	3.8	-	-	-	-
		Left-didn't like job	13	16.7	1	8.3	-	-
		Pay too low	-	-	-	-	-	-
		Wanted a vacation	2	2.6	-	-	1	50.0
		Retired	2	2.6	-	-	-	-
Other	23	29.5	6	50.0	-	-		
Don't know/no answer	4	5.1	1	8.3	-	-		

36. Before beginning your present job were you looking for work by	Those previously not working	Number of respondents	477	100.0	102	100.0	19	100.0
		Contacting Canada Manpower	274	57.4	56	54.9	9	47.4
		Checking with employers	225	47.2	47	46.1	8	42.1
		Placing/answering newspaper ads	144	30.2	37	36.3	4	21.1
		Listing with placement agencies	59	12.4	10	9.8	2	10.5
		Asking friends about opportunities	227	47.6	44	43.1	8	42.1
		Other	30	6.3	2	2.0	2	10.5
		Was not actively looking for work	57	11.9	10	9.8	4	21.1
		Don't know/no answer	1	.2	-	-	-	-
		Refused	-	-	-	-	-	-

Adds to more than 100% because some respondents gave more than 1 answer

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
37. How long was this period when you were not working?	Those previously not working	Number of respondents	477	100.0	102	100.0	19	100.0
		Less than 1 week	35	7.3	9	8.8	1	5.3
		1 - 2 weeks	49	10.3	14	13.7	6	31.6
		3 - 4 weeks (1 month)	66	13.8	17	16.7	4	21.0
		5 - 6 weeks	20	4.2	1	1.0	-	-
		7 - 8 weeks (2 months)	41	8.6	7	6.9	-	-
		9 - 12 weeks (3 months)	39	8.2	8	7.8	1	5.3
		4 months to 6 months	57	11.9	13	12.7	2	10.5
		7 months to 1 year	52	10.9	13	12.7	1	5.3
		Over 1 year	71	14.9	12	11.8	3	15.8
		Never employed in this country	42	8.8	9	8.8	1	5.2
		Don't know/no answer	4	.8	1	1.0	-	-
		Refused	2	.4	-	-	-	-
Average (in weeks)			20.1		18.8		16.3	
38. During this period when you were not working were you receiving any financial assistance in the form of ...?	Those previously not working	Number of respondents	477	100.0	102	100.0	19	100.0
		Welfare payments	15	3.1	3	2.9	-	-
		Unemployment insurance	144	30.2	28	27.5	5	26.3
		Both welfare & unemployment insurance	158	33.1	31	30.4	5	26.3
		Other	13	2.7	3	2.9	-	-
		None	304	63.7	68	66.7	14	73.7
Amount per week -welfare payments-	Those previously working who stated they had received assistance in the form of welfare payments	Number of respondents	15	100.0	3	100.0	0	0
		Less than \$10.00	4	26.7	-	-	-	-
		Less than \$10.00 - 19.00	2	13.3	-	-	-	-
		Less than \$20.00 - 29.00	3	20.0	-	-	-	-
		Less than \$30.00 - 39.00	2	13.3	-	-	-	-
		Less than \$40.00 - 49.00	1	6.7	-	-	-	-
		Less than \$50.00 - 59.00	-	-	1	33.3	-	-
		Less than \$60.00 - 69.00	1	6.7	-	-	-	-
		Less than \$70.00 - 79.00	1	6.7	-	-	-	-
		Less than \$80.00 - 89.00	1	6.7	2	66.7	-	-
		Less than \$90.00 - 99.00	-	-	-	-	-	-
		Less than \$100.00 - 109.00	-	-	-	-	-	-
		Less than \$110.00 or over	-	-	-	-	-	-
		Don't know/no answer	2	13.3	-	-	-	-
Refused	-	-	-	-	-	-		
Average			31.00		75.00			

QUESTION	ELIGIBILITY	RESPONSE	TIER I		TIER II		TIER III	
			#	%	#	%	#	%
Amount per week -unemployment insurance	Those previously not working who stated they had received financial assis- tance in the form of unemploy- ment insurance	Number of respondents	144	100.0	28	100.0	5	100.0
		Less than \$10.00	23	16.0	4	14.3	-	-
		\$10.00 - 19.00	4	2.8	-	-	-	-
		20.00 - 29.00	7	4.9	2	7.1	-	-
		30.00 - 39.00	24	16.7	5	17.9	1	20.0
		40.00 - 49.00	25	17.4	1	3.6	3	60.0
		50.00 - 59.00	21	14.6	3	10.7	-	-
		60.00 - 69.00	9	6.3	4	14.3	-	-
		70.00 - 79.00	16	11.1	4	14.3	1	20.0
		80.00 - 89.00	5	3.5	1	3.6	-	-
		90.00 - 99.00	5	3.5	3	10.7	-	-
		100.00 - 109.00	4	2.8	1	3.6	-	-
		110.00 and over	1	.7	-	-	-	-
		Don't know/no answer	18	12.5	2	7.1	-	-
		Refused	1	.7	1	3.6	-	-
	Average		46.42		53.21		49.00	
Amount per week -all other financial assistance	Those previously not working who stated they received some other form of financial assistance	Number of respondents	13	100.0	3	100.0	0	0
		Less than \$10.00	4	30.8	1	33.4	-	-
		\$10.00 - 19.00	-	-	-	-	-	-
		20.00 - 29.00	-	-	-	-	-	-
		30.00 - 39.00	2	15.4	1	33.3	-	-
		40.00 - 49.00	1	7.7	-	-	-	-
		50.00 - 59.00	2	15.4	-	-	-	-
		60.00 - 69.00	3	23.1	-	-	-	-
		70.00 - 79.00	-	-	-	-	-	-
		80.00 - 89.00	-	-	-	-	-	-
		90.00 - 99.00	-	-	-	-	-	-
		100.00 - 109.00	1	7.7	-	-	-	-
		110.00 or more	-	-	1	33.3	-	-
		Don't know/no answer	3	23.1	-	-	-	-
		Refused	-	-	-	-	-	-
	Average		41.92		50.00			

APPENDIX I

INITIAL CONTACT - TIER I EMPLOYER

<u>NAME</u>	<u>LOCATION</u>
Acadian Printers	Moncton
Apex Machine Works	Moncton
Associated Cannery	Dartmouth
Associated Lighting Products	Halifax
Atlantic Hardchrome	Halifax
Ben's Ltd.	Halifax
Bird Mfg.	Dartmouth
Canada Dry Bottling	Dartmouth
Carey Gasket Co.	Moncton
Co-Op Farm Service	Moncton
Computag Systems	Moncton
Crystal Beverages	Moncton
East Coast Processing	Moncton
Fairview Industrial	Halifax
Halifax Metalworkers	Halifax
Hansa-Sealand Ltd.	Moncton
Hermes Electronics	Dartmouth
Home Beverages	Moncton
Hub Meat Packers	Moncton
J. A. Humphrey & Sons	Moncton
Industrial Containers	Dartmouth
J. L. Plastics Ltd.	Dartmouth
Moosehead Breweries	Dartmouth
National Sea Products	Halifax
Precision Homes & Components	Windsor Junction
Quality Bakery	Dartmouth
Robert Hunt Co. Ltd.	Dartmouth
Robertson Machinery	Riverview Heights
Serta Maritimes	Moncton
L. E. Shaw Ltd.	Bedford
Simmons Ltd.	Dartmouth
Springer-Penguin	Moncton
Starr Manufacturing	Dartmouth
Stief Ltd.	Moncton
Volvo (Canada) Ltd.	Halifax

APPENDIX II

TIER I EMPLOYEE QUESTIONNAIRE (ENGLISH)

FOR OFFICE USE ONLY

#20646

COMPANY CODE: _____

VALIDATED BY: _____

JOB CHAIN CODE: _____

EDITED BY: _____

S.I.C. CODE: _____

CODED BY: _____

RE-CONTACTED BY: _____

QUESTIONNAIRE:# _____

- RE-CONTACT REQUIRED
 NOT REQUIRED

IMPORTANT DO NOT PAY ATTENTION TO PRINTED NUMBERS BESIDE ANSWER BLOCKS OR AT RIGHT HAND MARGIN - THESE ARE FOR OFFICE USE ONLY

PLEASE ANSWER THIS QUESTIONNAIRE BY FOLLOWING THE INSTRUCTIONS PRINTED IN CAPITAL LETTERS AFTER EACH QUESTION.

BEFORE WE ASK YOU QUESTIONS ABOUT YOUR WORK EXPERIENCE WE WOULD LIKE YOU TO ANSWER A FEW QUESTIONS TO GIVE US A GENERAL IDEA OF YOUR PERSONAL BACKGROUND.

First of all, would you please write in below your name, present address and phone number.

NAME: _____ PHONE: _____

ADDRESS: _____ CITY: _____

1) Please indicate your sex. (CHECK ONE APPROPRIATE BOX)

Male (16:1)

Female (16:2)

16: _____

2) Please indicate your marital status. (CHECK ONE BOX ONLY)

Married (17:1)

Single (17:2)

Divorced (17:3)

Separated (17:4)

Widowed (17:5)

17: _____

3) Which of the following age groups is closest to your age at your last birthday? (CHECK APPROPRIATE BOX)

Under 21 (18:1)

40 - 49 (18:4)

21 - 29 (18:2)

50 - 59 (18:5)

30 - 39 (18:3)

60 & over (18:6)

18: _____

4) Please indicate the last grade or class you completed in your schooling. (CHECK ONE BOX ONLY - CIRCLE THE LAST GRADE YOU COMPLETED IF YOU DID NOT GRADUATE)

No Schooling (19:0)

Attended Public School, did not graduate

(grades 1,2,3,4,5,6,7,8)

(19:1)

Graduated from Public School

(19:2)

Attended Secondary School, did not graduate

(grades 9,10,11,12,13)

(19:3)

Graduated from Secondary School

(19:4)

Attended Trade or Technical School (did not graduate)

(19:5)

Graduated from Trade or Technical School

(19:6)

Attended University, did not graduate

(19:7)

Graduated from University

(19:8)

Other (please specify) _____

(19:9)

19: _____

5) Are you a Canadian citizen? (CHECK ONE BOX ONLY)

Yes (20:1)

No (20:2)

20: _____

6) What language do you usually speak - - -
(CHECK ENGLISH OR FRENCH - WRITE IN OTHER)

	English	French	Other	
In your home?	<input type="checkbox"/> (21:1)	<input type="checkbox"/> (21:3)	_____	(21:5)
At work?	<input type="checkbox"/> (21:2)	<input type="checkbox"/> (21:4)	_____	(21:6)

21: _____

7a) How long have you lived in this community? (CHECK ONE BOX ONLY)

Less than one year	<input type="checkbox"/> (22:1)	
One to three years	<input type="checkbox"/> (22:2)	
Four to seven years	<input type="checkbox"/> (22:3)	
Eight to ten years	<input type="checkbox"/> (22:4)	- (ANSWER 7b)
Eleven to fifteen years	<input type="checkbox"/> (22:5)	
Sixteen to Twenty years	<input type="checkbox"/> (22:6)	
Twenty years or more	<input type="checkbox"/> (22:7)	

22: _____

(IF YOU HAVE NOT LIVED IN THIS COMMUNITY ALL YOUR LIFE, PLEASE ANSWER 7B & C - IF YOU HAVE LIVED IN THIS COMMUNITY ALL YOUR LIFE, SKIP TO Q. 8)

b) Where did you live before you came to this community? (WRITE IN BELOW)

CITY/TOWN/VILLAGE (23:) _____

23: _____

PROVINCE: _____ COUNTRY: _____

c) (ANSWER THIS QUESTION ONLY IF YOU MOVED TO THIS COMMUNITY SPECIFICALLY TO FIND A JOB, ACCEPT A JOB OFFER OR WERE TRANSFERRED)

How was your move financed? (CHECK APPROPRIATE BOX)

By myself	<input type="checkbox"/> (24:1)	
By my company	<input type="checkbox"/> (24:2)	
Other	<input type="checkbox"/> (24:3)	- _____

(SPECIFY)

24: _____

Immediately after moving here did you: (CHECK APPROPRIATE BOX(ES))

Stay with relatives	<input type="checkbox"/> (24:6)	
Stay with friends	<input type="checkbox"/> (24:7)	
Rent/Buy own accommodation	<input type="checkbox"/> (24:8)	
Other	<input type="checkbox"/> (24:9)	- _____

24: _____

(SPECIFY)

THE FOLLOWING QUESTIONS REFER TO YOUR PRESENT JOB

8) What is your present occupation, that is, what do you do on this job? (WRITE IN BELOW - LIST SPECIFIC JOB e.g. PUNCH - PRESS OPERATOR, PRODUCTION FOREMAN, STENOGRAPHER, SALES MANAGER, ETC. ETC.) and the department (e.g. PRODUCTION, ACCOUNTING ETC. ETC.)

_____ (30:31:32:33:)
 _____ (JOB TITLE)

 _____ (DEPARTMENT/DIVISION)

30: _____
 31: _____
 32: _____
 33: _____

9a) How did you find out about this job? (CHECK APPROPRIATE BOX(ES))

- Heard an advertisement on Radio [] (34:1)
 - Saw/Heard an advertisement on T.V. [] (34:2)
 - Saw an advertisement in the Newspaper [] (34:3)
 - Saw an advertisement in a Trade Journal [] (34:4)
 - From an Employment Agency [] (34:5)
 - From a Canada Manpower Office [] (34:6)
 - From Friends/Relatives [] (34:7)
 - From Acquaintances [] (34:8)
 - My Union [] (34:9)
 - Company Employee [] (34:0)
 - Other _____ [] (34:11)
- (SPECIFY)

34: _____

b) How did you get this job? (CHECK APPROPRIATE BOX)

- I was referred by an Employment Agency [] (35:1)
- I applied to the Company directly [] (35:2)
- I advertised in a Newspaper/Trade Journal [] (35:3)
- I was referred to this company by a Canada Manpower Office [] (35:4)
- I was contacted by a Company Personnel Officer [] (35:5)
- Other (SPECIFY) _____ [] (35:6)

35: _____

10a) Did you take any training course or instruction so that you would be able to apply for this specific job? (CHECK APPROPRIATE BOX)

Yes [] (36:1) No [] (36:2) - (SKIP TO Q.13)

36: _____

b) Was this training or instruction obtained through - - - (CHECK APPROPRIATE BOX)

- A Canada Manpower Training Program [] (37:1)
 - A Correspondence Course [] (37:2)
 - An Adult Education Course [] (37:3)
 - A Trade School [] (37:4)
 - Other _____ [] (37:5)
- (SPECIFY)

37: _____

c) What was this course called? (WRITE IN BELOW - PLEASE BE SPECIFIC)

_____ (38:39)

38: _____

39: _____

d) How long did this training course or instruction last? (CHECK ONE BOX ONLY)

- Less than one month [] (40:1)
- 1 Month but less than 2 [] (40:2)
- 2 Months but less than 3 [] (40:3)
- 3 Months but less than 4 [] (40:4)
- 4 Months but less than 5 [] (40:5)
- 5 Months but less than 6 [] (40:6)
- 6 Months or More [] (40:7)

40: _____

11a) AFTER you obtained your present job, did you receive or take any training course or period of instruction that was directly applicable to this position? (CHECK ONE BOX ONLY)

Yes (41:1) No (41:2) - (SKIP TO Q.12)

41: _____

b) Was this training course or period of instruction obtained through (CHECK APPROPRIATE BOX)

A Canada Manpower Training Program (42:1)
A Correspondence Course (42:2)
An Adult Education Class (42:3)
On the Job Training (42:4)
Other _____ (42:5)

42: _____

(SPECIFY)

c) How long did this training course or period of instruction last? (CHECK ONE BOX ONLY)

Less than one month (43:1)
1 Month but less than 2 (43:2)
2 Months but less than 3 (43:3)
3 Months but less than 4 (43:4)
4 Months but less than 5 (43:5)
5 Months but less than 6 (43:6)
6 Months or More (43:7)

43: _____

12a) About how many hours a week do you work in this position - NOT including overtime? (CHECK ONE BOX ONLY)

1 - 4 hours per week (44:1)
5 - 9 hours per week (44:2)
10 - 14 hours per week (44:3)
15 - 19 hours per week (44:4)
20 - 24 hours per week (44:5)
25 - 29 hours per week (44:6)
30 - 34 hours per week (44:7)
35 - 39 hours per week (44:8)
40 - 44 hours per week (44:9)
45 - 49 hours per week (44:0)
50 - 54 hours per week (45:1)
55 - 59 hours per week (45:2)
60 or more hours per week (45:3)

44: _____

45: _____

b) About how many hours a week do you work overtime in this position? (WRITE IN BELOW)

Hours per week of overtime _____

c) During the past 12 months, how many weeks have you worked at your current position? (CHECK ONE BOX ONLY)

1 - 2 weeks (46:1) 11 - 20 weeks (46:6)
3 - 4 weeks (46:2) 21 - 30 weeks (46:7)
5 - 6 weeks (46:3) 31 - 40 weeks (46:8)
7 - 8 weeks (46:4) 41 - 50 weeks (46:9)
9 - 10 weeks (46:5) 51 - 52 weeks (46:0)

46: _____

d) During the past 12 months, please indicate the months in which you have worked at your current position? (CHECK APPROPRIATE BOX(ES))

January (47:1) May (47:6) September (47:0)
February (47:2) June (47:7) October (48:1)
March (47:3) July (47:8) November (48:2)
April (47:4) August (47:9) December (48:3)

47: _____

48: _____

13a) Which of the following is closest to the amount you earn each week from this position, before deductions, NOT including overtime? (CHECK ONE BOX ONLY)

- Less than \$40.00 [] (49:1)
- \$40.00 - 59.99 [] (49:2)
- \$60.00 - 79.99 [] (49:3)
- \$80.00 - 99.99 [] (49:4)
- \$100.00 - 119.99 [] (49:5)
- \$120.00 - 139.99 [] (49:6)
- \$140.00 - 159.99 [] (49:7)
- \$160.00 - 179.99 [] (49:8)
- \$180.00 - 199.99 [] (49:9)
- \$200.00 - 219.99 [] (49:0)
- \$220.00 - 239.99 [] (50:1)
- \$240.00 - 259.99 [] (50:2)
- \$260.00 - 279.99 [] (50:3)
- \$280.00 - 299.99 [] (50:4)
- \$300.00 or more [] (50:5)

49: _____

50: _____

14a) In addition to the job we have been discussing do you have another job at the present time? (CHECK APPROPRIATE BOX)

Yes [] (51:1)

No [] (51:2) - (SKIP TO Q.17)

51: _____

b) Is this job a full-time job, or a part-time job? (CHECK APPROPRIATE BOX)

Full-time [] (52:1)

Part-time [] (52:2)

c) What do you do on this other job? That is, how would you describe it? (WRITE IN BELOW A SPECIFIC DESCRIPTION OF THIS OTHER JOB E.G. SALESMAN, TRUCK DRIVER, ETC. AND THE TYPE OF BUSINESS E.G. A DAIRY, A CONSTRUCTION CO. ETC.)

52: _____

53: _____

54: _____

(JOB DESCRIPTION)

(52:53:54:55:56:)

55: _____

(TYPE OF BUSINESS)

(57:58:59:60:)

56: _____

57: _____

d) Which of the following is closest to the amount you earn each week from this other job, before deductions? (CHECK ONE BOX ONLY)

58: _____

59: _____

60: _____

- Less than \$40.00 [] (61:1)
- \$40.00 - 59.99 [] (61:2)
- \$60.00 - 79.99 [] (61:3)
- \$80.00 - 99.99 [] (61:4)
- \$100.00 - 119.99 [] (61:5)
- \$120.00 - 139.99 [] (61:6)
- \$140.00 - 159.99 [] (61:7)
- \$160.00 - 179.99 [] (61:8)
- \$180.00 - 199.99 [] (61:9)
- \$200.00 - 219.99 [] (61:0)
- \$220.00 - 239.99 [] (62:1)
- \$240.00 - 259.99 [] (62:2)
- \$260.00 - 279.99 [] (62:3)
- \$280.00 - 299.99 [] (62:4)
- \$300.00 or more [] (62:5)

61: _____

62: _____

e) Where is this other job located? (WRITE IN BELOW)

ADDRESS: _____ CITY: _____

PROVINCE: _____

63: _____

f) How long have you held this other job? (WRITE IN BELOW - YEARS AND MONTHS - e.g. 1 year - 3 months)

64: _____

_____(64:)
YEARS

_____(65:)
MONTHS

65: _____

(THE FOLLOWING QUESTIONS REFER TO THE JOB YOU DESCRIBED IN QUESTIONS 8 THRU 13)

15) How long were you not working or were between jobs, before you started working in the position you currently hold?
(CHECK APPROPRIATE BOX)

One Week or Less
2 Weeks - 3 Weeks
3 Weeks - 4 Weeks
1 Month, but less than 2 Months
2 Months or More
Was not out of work

16) How long have you worked for this company, in any capacity, at this location? (CHECK ONE BOX ONLY)

Less than three Months
3 Months, but less than 6 Months
6 Months, but less than 1 Year
1 Year, but less than 18 Months
18 Months, but less than 2 Years
2 Years, but less than 3 Years
3 Years, but less than 4 Years
4 Years or More

17a) Did you work for your present company at another location before working for them at this location?

Yes (ANSWER B) No (PLEASE ANSWER C)

b) Where was this previous location? (WRITE IN BELOW)

ADDRESS: _____ CITY: _____

PROVINCE: _____

c) Have you always held the same position with this company?
(CHECK APPROPRIATE BOX)

Yes No (PLEASE GO TO BLUE FORM)

18a) Before taking this position with this company, have you worked before, that is, either working for yourself, someone else, or some other company?

Yes - (ANSWER B) No - (GO TO YELLOW FORM)

b) Did you have this position with this company lined up before leaving your previous job?

Yes - (ANSWER C) No - (GO TO YELLOW FORM)

c) Before taking this position, were you working for yourself? That is, were you self-employed in any capacity?

Yes - (GO TO GREEN FORM)
No - (GO TO BLUE FORM)

IF YOU WERE SELF-EMPLOYED BEFORE YOU BEGAN YOUR PRESENT JOB - PLEASE ANSWER QUESTIONS 19 THRU 22.

19) We determined in the first part of this questionnaire that just before you began your present job, you were self employed. What was the self-employment, that is, what did you do? (WRITE IN BELOW A DESCRIPTION OF THIS SELF-EMPLOYMENT IN TERMS OF THE TYPE OF BUSINESS AND EXACTLY WHAT YOU DID) (E.G. I OWNED MY OWN GAS STATION, I WAS A LICENCED MECHANIC AND DID ALL REPAIRS EXCEPT BODY WORK) (17:18:19:20:)

17: _____
 18: _____
 19: _____
 20: _____
 21: _____
 22: _____
 23: _____
 24: _____
 25: _____

TYPE OF BUSINESS: _____
 STREET ADDRESS: _____
 CITY: _____ PROVINCE: _____ (21:22:23:24:24:25:)

20a) How many hours a week did you work at the job described above, NOT including overtime?
 (CHECK ONE BOX BELOW)

1 - 4 Hours a Week [] (26:1)	40 - 44 Hours a Week [] (26:8)	
5 - 9 Hours a Week [] (26:2)	45 - 49 Hours a Week [] (26:9)	
10 - 14 Hours a Week [] (26:3)	50 - 54 Hours a Week [] (26:0)	
15 - 19 Hours a Week [] (26:4)	55 - 59 Hours a Week [] (27:1)	
20 - 24 Hours a Week [] (26:5)	60 or More [] (27:2)	26: _____
25 - 29 Hours a Week [] (26:6)		27: _____
30 - 34 Hours a Week [] (26:7)		

b) About how many hours a week did you work overtime on this job?
 (WRITE IN BELOW)

Hours per week of overtime _____

21a) During this period of self-employment, how many weeks a year did you work at the job you described above?
 (CHECK ONE BOX ONLY)

1 - 2 Weeks [] (28:1)	11 - 20 Weeks [] (28:6)	
3 - 4 Weeks [] (28:2)	21 - 30 Weeks [] (28:7)	
5 - 6 Weeks [] (28:3)	31 - 40 Weeks [] (28:8)	28: _____
7 - 8 Weeks [] (28:4)	41 - 50 Weeks [] (28:9)	
9 - 10 Weeks [] (28:5)	51 - 52 Weeks [] (28:0)	

b. During this period of self-employment, please indicate the months during the year that you worked at the job described above.
 (CHECK APPROPRIATE BOXES)

January [] (29:1)	July [] (29:7)	
February [] (29:2)	August [] (29:8)	29: _____
March [] (29:3)	September [] (29:9)	
April [] (29:4)	October [] (29:0)	30: _____
May [] (29:5)	November [] (30:1)	
June [] (29:6)	December [] (30:2)	

c) Which of the following is closest to the amount you earned per week at this job AFTER you deducted business expenses but not including overtime? (CHECK [✓] ONE BOX ONLY)

- | | | | | | | |
|------------------|-----|--------|------------------|-----|--------|-----------|
| Less than 50.00 | [] | (31:1) | 100.00 to 109.99 | [] | (31:9) | |
| 40.00 to 59.99 | [] | (31:2) | 200.00 to 219.99 | [] | (31:0) | 31: _____ |
| 60.00 to 79.99 | [] | (31:3) | 220.00 to 239.99 | [] | (32:1) | |
| 80.00 to 99.999 | [] | (31:4) | 240.00 to 259.99 | [] | (32:2) | 32: _____ |
| 100.00 to 119.99 | [] | (31:5) | 260.00 to 279.99 | [] | (32:3) | |
| 120.00 to 139.99 | [] | (31:6) | 280.00 to 299.99 | [] | (32:4) | |
| 140.00 to 159.99 | [] | (31:7) | 300.00 or More | [] | (32:5) | |
| 160.00 to 179.99 | [] | (31:8) | | | | |

d) How long did you have this other job? (WRITE IN BELOW-YEARS AND MONTHS- E.G. 1 YEAR-3 MONTHS)

____ (YEARS) ____ (MONTHS)

e) Do you still work at this previous job in the same capacity, that is, doing the same thing, in addition to the job you now hold? (CHECK [✓] BOX BELOW)

Yes [] END No [] (ANSWER Q. 22)

22a) Is there another person who, at the present time is working in the job you just described, in the same capacity as you were? (FOR EXAMPLE, IF YOU OWNED A GAS STATION AND WORKED AS A MECHANIC FOR YOURSELF, IS THERE NOW A PERSON WHO NOW OWNS THE GAS STATION AND IS WORKING THERE AS A MECHANIC. (CHECK [✓] APPROPRIATE BOX)

[] Yes (33:1) (ANSWER B) [] No (END) (33:2) 33: _____

b. Where can this person be reached? Can you give the name, address or phone number? (PLEASE WRITE IN BELOW)

NAME: _____
ADDRESS: _____
CITY: _____ PHONE: _____

(END - THANK YOU FOR YOUR CO-OPERATION) 80:2

IF YOU WORKED FOR ANOTHER EMPLOYER OR IN ANOTHER POSITION WITH YOUR CURRENT EMPLOYER BEFORE YOU BEGAN YOUR PRESENT JOB - PLEASE ANSWER QUESTIONS 23 THRU 33.

23a) If your previous position was with your current employer please SKIP to Question 25.

b) We determined in the first part of this questionnaire that just before you began your present job, you were employed elsewhere, please write, in the space provided below, the name, type of business, address & phone number of this last company/employer you worked for before beginning your present job.

NAME OF COMPANY/
EMPLOYER: _____ PHONE: _____ 17: _____
18: _____
19: _____
TYPE OF BUSINESS: _____ (17:18:19:20:). 20: _____
STREET ADDRESS: _____
CITY: _____ PROVINCE: _____ (21) 21: _____

24) We would like to talk to the company you listed above, to find out what happened to the job vacancy you caused by leaving. Could you give us the name of a person at this previous employer's place of business who would be able to supply this information? (FOR EXAMPLE, FOREMAN, SUPERVISOR, PERSONNEL MANAGER, ETC.) (WRITE IN BELOW)

(NAME OF SUGGESTED PERSON) (JOB TITLE)

25) What was your occupation? That is, what did you do in this previous job? (WRITE IN BELOW-LIST SPECIFIC JOB, E.G. PUNCH-PRESS OPERATOR, PRODUCTION FOREMAN, STENOGRAPHER, SALESMAN, ETC. AND THE DEPARTMENT, E.G. PRODUCTION, ACCOUNTING ETC.)

(PREVIOUS JOB TITLE) (22:23:24:25:) DEPARTMENT/DIVISION 22: _____
23: _____
24: _____
25: _____

26a) How many hours a week did you work in the position described above, NOT including overtime?
(CHECK ONE BOX BELOW)

1 - 4 Hours a Week	<input type="checkbox"/>	(26:1)	40 - 44 Hours a Week	<input type="checkbox"/>	(26:8)
5 - 9 Hours a Week	<input type="checkbox"/>	(26:2)	45 - 49 Hours a Week	<input type="checkbox"/>	(26:9)
10 - 14 Hours a Week	<input type="checkbox"/>	(26:3)	50 - 54 Hours a Week	<input type="checkbox"/>	(26:0)
15 - 19 Hours a Week	<input type="checkbox"/>	(26:4)	55 - 59 Hours a Week	<input type="checkbox"/>	(27:1)
20 - 24 Hours a Week	<input type="checkbox"/>	(26:5)	60 or More	<input type="checkbox"/>	(27:2)
25 - 29 Hours a Week	<input type="checkbox"/>	(26:6)			
30 - 34 Hours a Week	<input type="checkbox"/>	(26:7)			

b) About how many hours a week did you work overtime in this position?
(WRITE IN BELOW!!)

_____ hours per week of overtime.

c) During this period of employment, how many weeks a year did you work in the position you described above?
 (CHECK ONE BOX ONLY)

- | | | | | | |
|--------------|--------------------------|--------|---------------|--------------------------|--------|
| 1 - 2 Weeks | <input type="checkbox"/> | (28:1) | 11 - 20 Weeks | <input type="checkbox"/> | (28:6) |
| 3 - 4 Weeks | <input type="checkbox"/> | (28:2) | 21 - 30 Weeks | <input type="checkbox"/> | (28:7) |
| 5 - 6 Weeks | <input type="checkbox"/> | (28:3) | 31 - 40 Weeks | <input type="checkbox"/> | (28:8) |
| 7 - 8 Weeks | <input type="checkbox"/> | (28:4) | 41 - 50 Weeks | <input type="checkbox"/> | (28:9) |
| 9 - 10 Weeks | <input type="checkbox"/> | (28:5) | 51 - 52 Weeks | <input type="checkbox"/> | (28:0) |

d) During this period of employment, please indicate the months during the year that you worked in the position described above.
 (CHECK APPROPRIATE BOXES)

- | | | | | | |
|----------|--------------------------|--------|-----------|--------------------------|--------|
| January | <input type="checkbox"/> | (29:1) | July | <input type="checkbox"/> | (29:7) |
| February | <input type="checkbox"/> | (29:2) | August | <input type="checkbox"/> | (29:8) |
| March | <input type="checkbox"/> | (29:3) | September | <input type="checkbox"/> | (29:9) |
| April | <input type="checkbox"/> | (29:4) | October | <input type="checkbox"/> | (29:0) |
| May | <input type="checkbox"/> | (29:5) | November | <input type="checkbox"/> | (30:1) |
| June | <input type="checkbox"/> | (29:6) | December | <input type="checkbox"/> | (30:2) |

27) How long did you work for the employer referred to in Question 23 in the position described in Question 25?
 (WRITE IN BELOW-YEARS AND MONTHS - E.G. 1 YEAR - 3 MONTHS)

_____ (40:) _____ (41:)
 (YEARS) (MONTHS)

28) Which of the following is closest to the amount you earned per week, before deductions, at this previous job, NOT including overtime?
 (CHECK ONE BOX ONLY)

- | | | | | | | |
|------------------|--------------------------|--------|------------------|--------------------------|--------|-----------|
| Less than 40.00 | <input type="checkbox"/> | (31:1) | 180.00 to 199.99 | <input type="checkbox"/> | (31:9) | |
| 40.00 to 59.99 | <input type="checkbox"/> | (31:2) | 200.00 to 219.99 | <input type="checkbox"/> | (31:0) | 31: _____ |
| 60.00 to 79.99 | <input type="checkbox"/> | (31:3) | 220.00 to 239.99 | <input type="checkbox"/> | (32:1) | |
| 80.00 to 99.99 | <input type="checkbox"/> | (31:4) | 240.00 to 259.99 | <input type="checkbox"/> | (32:2) | |
| 100.00 to 119.99 | <input type="checkbox"/> | (31:5) | 260.00 to 279.99 | <input type="checkbox"/> | (32:3) | 32: _____ |
| 120.00 to 139.99 | <input type="checkbox"/> | (31:6) | 280.00 to 299.99 | <input type="checkbox"/> | (32:4) | |
| 140.00 to 159.99 | <input type="checkbox"/> | (31:7) | 300.00 or More | <input type="checkbox"/> | (32:5) | |
| 160.00 to 179.99 | <input type="checkbox"/> | (31:8) | | | | |

29) Approximately how long was it between the time you left the company/or position you listed above and the date you started working for your current employer in your present position? (CHECK APPROPRIATE BOX)

- | | | | |
|-------------------|--------------------------|--------|-----------|
| One Week or Less | <input type="checkbox"/> | (39:1) | |
| 1 - 2 Weeks | <input type="checkbox"/> | (39:2) | |
| 2 - 3 Weeks | <input type="checkbox"/> | (39:3) | |
| 3 - 4 Weeks | <input type="checkbox"/> | (39:4) | |
| One Month | <input type="checkbox"/> | (39:5) | 39: _____ |
| More than 1 Month | <input type="checkbox"/> | (39:6) | |
| No time lapse | <input type="checkbox"/> | (39:7) | |

30) We have listed below a few of the reasons why people might change jobs. Please check all the reasons why you left the job you listed above to come to your present job.
 [CHECK APPROPRIATE BOX(ES)]

- I was given a new job/promotion []
- Old job was seasonal, wanted year-round work []
- Old job was part-time, wanted full-time work []
- I wished to increase my earnings []
- For health reasons []
- A temporary lay-off, didn't wish to wait for recall []
- A permanent lay-off []
- Employer moved to another location, I did not wish to move []
- I was offered a transfer, I did not wish to take the offer []
- Other reasons _____ []

(PLEASE SPECIFY)

31a) Again referring to this previous job, how did you find out about it?
 [CHECK APPROPRIATE BOX(ES)]

- Heard an advertisement on Radio [] (42:1)
- Saw/Heard an advertisement on T.V. [] (42:2)
- Saw an advertisement in the Newspaper [] (42:3)
- Saw an advertisement in a Trade Journal [] (42:4)
- From an Employment Agency [] (42:5)
- From a Canada Manpower Office [] (42:6)
- From Friends, Relatives [] (42:7)
- From Acquaintances [] (42:8)
- My Union [] (42:9)
- A Company Employee [] (42:0)
- Other _____ [] (43:1)

42: _____

43: _____

(SPECIFY)

b. How did you get this previous job?
 (CHECK APPROPRIATE BOX)

- I was referred by an employment agency [] (44:1)
- I applied to the company directly [] (44:2)
- I advertised in a Newspaper/Trade Journal [] (44:3)
- I was referred to my old company by a Canada Manpower Office [] (44:4)
- I was contacted by the company personnel office [] (44:5)
- Other _____ [] (44:6)

44: _____

(SPECIFY)

32a) Before you applied for this previous job did you take any training course or instruction so that you would be able to apply for it?
 (CHECK APPROPRIATE BOX)

Yes [] (45:1)

No [] (45:2) (END)

b. Was this training or instruction obtained through -----
 (CHECK APPROPRIATE BOX)

- A Canada Manpower Training Program [] (46:1)
- A Correspondence Course [] (46:2)
- An Adult Education Course [] (46:3)
- A Trade School [] (46:4)
- Other _____ [] (46:5)

45: _____

46: _____

(SPECIFY)

c. What was the course called? (WRITE IN BELOW - PLEASE BE SPECIFIC)

(47:)

d. How long did this training course or instruction last?
(CHECK [✓] ONE BOX ONLY)

47: _____

- Less than one Month [] (48:1)
- 1 - 2 Months [] (48:2)
- 2 - 3 Months [] (48:3)
- 3 - 4 Months [] (48:4)
- 4 - 5 Months [] (48:5)
- 5 - 6 Months [] (48:6)
- 6 Months or More [] (48:7)

48: _____

33a) After you obtained this previous position, did you take any training course or period of instruction that was directly applicable to this position? (CHECK [✓] APPROPRIATE BOX)

Yes [] (49:1) (ANSWER B) No [] (49:2) (END)

49: _____

b) Was this training course or instruction period obtained through -----
(CHECK [✓] APPROPRIATE BOX)

- A Canada Manpower Training Program [] (50:1)
 - A Correspondence Course [] (50:2)
 - An Adult Education Class [] (50:3)
 - On The Job Training [] (50:4)
 - Other _____ [] (50:5)
- (SPECIFY)

50: _____

c) How long did this training course or period of instruction last?
(CHECK [✓] ONE BOX ONLY)

- Less than one Month [] (51:1)
- 1 - 2 Months [] (51:2)
- 2 - 3 Months [] (51:3)
- 3 - 4 Months [] (51:4)
- 4 - 5 Months [] (51:5)
- 5 - 6 Months [] (51:6)
- 6 Months or More [] (51:7)

51: _____

(END - THANK YOU FOR YOUR CO-OPERATION)

80:3

IF YOU WERE NOT WORKING BEFORE BEGINNING YOUR CURRENT JOB - PLEASE
ANSWER QUESTIONS 34 THRU 38.

34) We determined in the first part of this questionnaire that just
before you began your present job you were not working. We have
listed below some of the reasons why people are not working. Would
you please check the reasons why you were not working.
[CHECK APPROPRIATE BOX(ES)]

- Long personal illness (34:1)
- Care for children/homemaker (34:2)
- Enrolled in a school/college etc. (34:3)
- Enrolled in a training course (34:4)
- Did not wish work during this period (34:5)
- No work available in my field (34:6)
- Extended vacation (34:7)
- Moved away (34:8)
- Reasons I consider private (34:9)
- None of the above (34:0)

34: _____

35: _____

35a) Were there any reasons we have not specified?
(CHECK APPROPRIATE BOX)

Yes (35:4)(ANSWER B) No (35:5) (SKIP TO Q36)

b. Please specify these reasons.(E.G. UNION STRIKE, ETC.)

35: _____

36: _____

36) Before beginning your present job were you looking for work by:
[CHECK APPROPRIATE BOX(ES)]

- Contacting Canada Manpower Centres (56:1)
- Checking with employers in the area (56:2)
- Placing or answering newspaper ads (56:3)
- Listing with job placement agency(ies) (56:4)
- Asking friends about opportunities (56:5)
- Other _____ (56:6)

56: _____

(SPECIFY)

OR

Were not actively looking for work (56:7)

37) How long was this period when you were not working?
(CHECK [✓] ONE BOX ONLY)

- Less than 6 Weeks [] (38:1)
- 8 - 12 Weeks [] (38:2)
- 16 - 20 Weeks [] (38:3)
- 6 Months to 1 Year [] (38:4)
- 1 Year or More [] (38:5)

38: _____

I was never employed before [] (38:6)

38) During this period when you were not working were you receiving any
financial assistance in the form of -----
[CHECK [✓] APPROPRIATE BOX(ES)]

YES

NO

52: _____

- A) Welfare payments (52:1) [] ANSWER [] (52:3) 53: _____
- B) Unemployment Insurance (52:2) [] C [] (52:4) (END) 54: _____

C) What was the amount per week you received?
(WRITE IN BELOW)

55: _____

\$ _____ (53:54:55:)

(END - THANK YOU FOR YOUR CO-OPERATION)

APPENDIX II-B

TIER II EMPLOYER TELEPHONE INTERVIEW

#20646

COMPANY CODE: _____

EDITED BY: _____

JOB CHAIN CODE: _____

CODED BY: _____

SIC CODE: _____

RE-CONTACTED BY: _____

QUESTIONNAIRE NO.: _____

RE-CONTACT REQUIRED]
NOT REQUIRED]

INTERVIEW BY: _____

DATE: _____

CONTACT

MR./MRS./MISS/ _____

COMPANY: _____

PHONE: _____

ADDRESS: _____

CITY: _____

PROVINCE: _____

NAME OF PREVIOUS EMPLOYEE: _____

WHEN PREVIOUS EMPLOYEE LEFT COMPANY: _____

TYPE OF JOB: _____

INTRODUCTION

Good _____ Mr./Mrs./Miss/ _____, my name is _____, I am calling you long distance from Toronto as a representative of Southam Research. We are conducting a survey for the Federal Government concerning the economic impact of job turnover created by people changing jobs. Your company was identified by a former employee as the company that he worked for just previous to the job he now holds. So that we can trace job shifts backward in time from job to job and from company to company we would like to interview the individual that replaced this former employee to determine his employment prior to joining your company.

We request your co-operation in supplying us with the name, address and phone number of the person who -

Currently holds the position as a/an _____
(occupation from contact)

that _____ held with your company
(name of previous employee from contact)

prior to his leaving in _____
(month, year from contact)

1a) Now, is the job I mentioned above currently filled?

- Yes] - (ASK QUESTION 2)
- No] - (THANK AND TERMINATE)
- Don't Know] - (ASK QUESTION B)

b) Is there a person who could supply this information?
Could I have their name please?

2a) Could you give me the name, address and telephone number of the person currently in this position with your company?

NAME: _____

ADDRESS: _____

TELEPHONE NUMBER: _____

b) (IF THE RESPONDENT REFUSES OR IS RELUCTANT TO GIVE YOU THIS INFORMATION, EXPLAIN:)

The information that we are requesting is very important in the administration of grants to business by the Federal Government, the information supplied by you and your employees will be kept in the strictest confidence by our company, Southam Research, and neither you, your company, or your employees will be identified. 1 80

c) If the respondent ^{not} still does not wish to co-operate suggest that he call 416-445-3255 collect and ask to speak to the person responsible for the government study.

d) If the respondent says he will not call, ask him if we mailed him credentials from the Federal Government concerning this study would he then consider making this information available?

Respondent agrees to supply information by:

a) Supplying information now - NAME: _____

ADDRESS: _____

CITY: _____

TELEPHONE NUMBER: _____

b) Has to check records - re-contact []

DATE: _____ TIME: _____

c) Wants to check with Toronto Office []

CALLED ON: _____

d) Requires written credentials []

MAILED ON: _____

e) Respondent refuses to co-operate at all []
(REFERR COMPANY/EMPLOYER TO SUPERVISOR)

APPENDIX II-C

TIER II EMPLOYEE QUESTIONNAIRE (ENGLISH)

FOR OFFICE USE ONLY

#20646

COMPANY CODE: _____

VALIDATED BY: _____

JOB CHAIN CODE: _____

EDITED BY: _____

S.I.C. CODE: _____

CODED BY: _____

RE-CONTACTED BY: _____

QUESTIONNAIRE: # _____

RE-CONTACT REQUIRED

NOT REQUIRED

IMPORTANT - DO NOT PAY ATTENTION TO PRINTED NUMBERS BESIDE ANSWER BLOCKS
OR AT RIGHT HAND MARGIN - THESE ARE FOR OFFICE USE ONLY

CONTACT

MR/MISS/MRS. : _____ PHONE: _____

ADDRESS: _____ CITY: _____

PROVINCE: _____

COMPANY: _____ JOB TITLE: _____

PLEASE ASK THIS QUESTIONNAIRE BY FOLLOWING THE INSTRUCTIONS PRINTED IN
CAPITAL LETTERS AFTER EACH QUESTION.

INTRODUCTION

Good _____ MR/MISS/MRS. _____, my name is _____
I am calling you long distance from Toronto as a representative of Southam Research.
We are conducting a survey for the Federal Government concerning job shifts. The
purpose of the survey is to get a picture of what happens when people change jobs.
For instance, we have been told that you are currently employed as a
_____ with _____
(Occupation from contact) (Company from contact)
and we would like to ask you a few questions about yourself to assist the government
in this study. You will not be personally identified in any way with your answers.

READ:
BEFORE WE ASK YOU QUESTIONS ABOUT YOUR WORK EXPERIENCE WE WOULD LIKE YOU
TO ANSWER A FEW QUESTIONS TO GIVE US A GENERAL IDEA OF YOUR PERSONAL
BACKGROUND

First of all, would you please tell me, your name, present address,
and phone number.

NAME: _____ PHONE: () NO : _____
Area Code

ADDRESS: _____ CITY: _____

PROVINCE: _____

1) Are you still working for _____
(Company from contact)

- YES - (CONTINUE)
 NO - (TERMINATE-RE-CONTACT TIER II COMPANY)

2) Are you still working as a/an _____
(Occupation from contact)

- YES - (CONTINUE)
 NO - (TERMINATE AND RE-CONTACT TIER II COMPANY)

3) (Please record sex of respondent.) (CHECK ONE APPROPRIATE BOX)

Male (17:1) Female (17:2) 17: _____

4) (Please record marital status.) (CHECK ONE BOX ONLY:- READ LIST)

ARE YOU: Married? (17:3) Single? (17:6)
Divorced? (17:4) Separated? (17:7)
Widowed? (17:5) 17: _____

5) Which of the following age groups is closest to your age at your last birthday? (CHECK APPROPRIATE BOX - READ LIST)

READ: Under 21 (18:1) 40 - 49 (18:4)
21 - 29 (18:2) 50 - 59 (18:5)
30 - 39 (18:3) 60 & Over (18:6) 18: _____

6) What language do you usually speak - - -
(CHECK ENGLISH OR FRENCH - WRITE IN OTHER) 21: _____

	English	French	Other
In your home?	<input type="checkbox"/> (21:1)	<input type="checkbox"/> (21:3)	_____ (21:5)
At work?	<input type="checkbox"/> (21:2)	<input type="checkbox"/> (21:4)	_____ (21:6)

7) What was the last grade or highest level of education you completed in your schooling. (CHECK ONE BOX ONLY - CIRCLE THE LAST GRADE COMPLETED IF RESPONDENT DID NOT GRADUATE)

READ: No Schooling (19:0)

Attended Public School, did not graduate
(grades 1, 2, 3, 4, 5, 6, 7, 8) (19:1)
Graduated from Public School (19:2)
Attended Secondary School, did not graduate
(grades 9, 10, 11, 12, 13) (19:3)
Graduated from Secondary School (19:4)
Attended Trade or Technical School (did
not graduate) (19:5)
Graduated From Trade or Technical School (19:6)
Attended University, did not graduate (19:7)
Graduated from University (19:8)
Other (please specify) _____ (19:9)

19: _____

8) Are you a Canadian citizen? (CHECK ONE BOX ONLY)

Yes (20:1)

No (21:2)

20: _____

9a) How long have you lived in this community? (CHECK ONE BOX ONLY - READ LIST)

- READ: Less than one year (22:1)
 One to three years (22:2)
 Four to seven years (22:3)
 Eight to ten years (22:4)
 Eleven to fifteen years (22:5)
 Sixteen to twenty years (22:6)
 Twenty years or more (22:7)

(ASK 9b)

22: _____

b) Have you lived in this community all your life? YES (23:1) SKIP TO 10
 NO (23:2) ASK C & D

c) Where did you live before you came to this community? (WRITE IN BELOW)

CITY/TOWN/VILLAGE (23:): _____ 23: _____

PROVINCE: _____ COUNTRY: _____

d) Why did you move to this community? (PLEASE SPECIFY BELOW)

24: _____

e) (NOTE: ASK THIS QUESTION ONLY IF RESPONDENT MOVED TO THIS COMMUNITY SPECIFICALLY TO FIND A JOB, ACCEPT A JOB OFFER OR WAS TRANSFERRED IN D ABOVE)

How was your move financed? (CHECK APPROPRIATE BOX - READ LIST)

- READ: By myself (25:1)
 By my company (25:2)
 Other (25:3)

25: _____

Immediately after moving did you: (CHECK APPROPRIATE BOX(ES) - READ LIST)

- READ: Stay with relatives (26:1)
 Stay with friends (26:2)
 Rent/Buy own accomodation (26:3)
 Other (26:4)

26: _____

READ:
THE FOLLOWING QUESTIONS REFER TO YOUR PRESENT JOB

10) What is your present occupation, that is, what do you do on this job? (WRITE IN BELOW - LIST SPECIFIC JOB e.g. PUNCH - PRESS OPERATOR, PRODUCTION FOREMAN, STENOGRAPHER, SALES MANAGER ETC. ETC.) And the department. (e.g. PRODUCTION, ACCOUNTING ETC. ETC.)

(JOB TITLE) (30:31:32:33:)

30: _____

31: _____

(DEPARTMENT/DIVISION)

32: _____

33: _____

11a) How did you find out about this job? (CHECK [✓] APPROPRIATE BOX(ES))
(READ LIST AND RECORD)

- Heard an advertisement on Radio [] (34:1)
 - READ: Saw/Heard an advertisement on T.V. [] (34:2)
 - Saw an advertisement in the Newspaper [] (34:3)
 - Saw an advertisement in a Trade Journal [] (34:4)
 - From an Employment Agency [] (34:5)
 - From a Canada Manpower Office or Advertisement [] (34:6) 34: _____
 - From Friends/Relatives [] (34:7)
 - From Acquaintances [] (34:8)
 - My Union [] (34:9) 35: _____
 - Company Employee [] (34:0)
 - Other [] (34:11)
- (SPECIFY)
- I was given a promotion or transfer [] (35:1)
 - Did not know there was an opening before I applied to company [] (35:2)

b) How did you get this job? (CHECK [✓] APPROPRIATE BOX)
(READ LIST AND RECORD)

- READ: I was referred by an Employment Agency [] (36:1)
 - I applied to the Company directly [] (36:2)
 - I advertised in a Newspaper/Trade Journal [] (36:3)
 - I was referred to this company by a Canada Manpower Office [] (36:4) 36: _____
 - I was contacted by a Company Personnel Officer [] (36:5)
 - Other [] (36:6)
- (SPECIFY)
- Referred to me by my employer [] (36:7)

12a) Did you take any training course or instruction so that you would be able to apply for this specific job? (CHECK [✓] APPROPRIATE BOX)

Yes [] (37:1) No [] (37:2) - (SKIP TO Q.13) 37: _____

b) Was this training or instruction obtained through - - - (CHECK [✓] APPROPRIATE BOX - READ LIST)

- READ: A Canada Manpower Training Program [] (38:1)
 - A Correspondence Course [] (38:2)
 - An Adult Education Course [] (38:3) 38: _____
 - A Trade School [] (38:4)
 - Other [] (38:5)
- (SPECIFY)

c) What was this course called? (WRITE IN BELOW - PLEASE BE SPECIFIC)

_____ (39:40:) 39: _____
40: _____

d) How long did this training course or instruction last? (CHECK [✓] ONE BOX ONLY - READ LIST)

- READ: Less than one month [] (41:1)
- 1 Month but less than 2 [] (41:2)
- 2 Months but less than 3 [] (41:3)
- 3 Months but less than 4 [] (41:4)
- 4 Months but less than 5 [] (41:5)
- 5 Months but less than 6 [] (41:6)
- 6 Months or more [] (41:7) 41: _____

- 13a) AFTER you obtained your present job, did you receive or take any training course or period of instruction that was directly applicable to this position? (CHECK ONE BOX ONLY)

Yes (42:1) No (42:2) (SKIP TO Q.14)

42: _____

- b) Was this training course or period of instruction obtained through (CHECK APPROPRIATE BOX - READ LIST)

READ: A Canada Manpower Training Program (43:1)
 A Correspondence Course (43:2)
 An Adult Education Class (43:3)
 On the Job Training (43:4)
 Other _____ (43:5)
 (SPECIFY)

43: _____

- c) How long did this training course or period of instruction last? (CHECK ONE BOX ONLY - READ LIST)

READ: Less than one month (44:1)
 1 Month but less than 2 (44:2)
 2 Months but less than 3 (44:3)
 3 Months but less than 4 (44:4)
 4 Months but less than 5 (44:5)
 5 Months but less than 6 (44:6)
 6 Months or More (44:7)

44: _____

- 14a) About how many hours a week do you work in this position - NOT including overtime? (CHECK ONE BOX ONLY - READ LIST)

READ: 1 - 4 Hours per week (45:1)
 5 - 9 Hours per week (45:2)
 10 - 14 Hours per week (45:3)
 15 - 19 Hours per week (45:4)
 20 - 24 Hours per week (45:5)
 25 - 29 Hours per week (45:6)
 30 - 34 Hours per week (45:7)
 35 - 39 Hours per week (45:8)
 40 - 44 Hours per week (45:9)
 45 - 49 Hours per week (45:0)
 50 - 54 Hours per week (46:1)
 55 - 59 Hours per week (46:2)
 60 or more hours per week (46:3)

45: _____

46: _____

- b) About how many hours a week, if any, do you work overtime in this position? (CHECK BOX OR WRITE IN BELOW)

I do not work overtime (47:1)

47: _____

I work _____ hours per week overtime (47:, 48:)

48: _____

- c) Please tell me in which of the following months you have worked at your current position? (CHECK APPROPRIATE BOX(ES) - READ LIST)

READ: November 1972 (49:1)
 December 1972 (49:2)
 January 1973 (49:3)
 February 1973 (49:4)
 March 1973 (49:5)
 April 1973 (49:6)
 May 1973 (49:7)
 June 1973 (49:8)
 July 1973 (49:9)
 August 1973 (49:0)
 September 1973 (50:1)
 October 1973 (50:2)

49: _____

50: _____

- 15) Which of the following is closest to the amount you earn each week from this position, before deductions, NOT including overtime? (CHECK [✓] ONE BOX ONLY - READ LIST)

READ: Less than \$40.00 [] (51:1)
 \$40.00 - 59.99 [] (51:2)
 \$60.00 - 79.99 [] (51:3)
 \$80.00 - 99.99 [] (51:4)
 \$100.00 - 119.99 [] (51:5)
 \$120.00 - 139.99 [] (51:6)
 \$140.00 - 159.99 [] (51:7)
 \$160.00 - 179.99 [] (51:8)
 \$180.00 - 199.99 [] (51:9)
 \$200.00 - 219.99 [] (51:0)
 \$220.00 - 239.99 [] (52:1)
 \$240.00 - 259.99 [] (52:2)
 \$260.00 - 279.99 [] (52:3)
 \$280.00 - 299.99 [] (52:4)
 \$300.00 or more [] (52:5)

51: _____

52: _____

- 16a) How long have you worked for this company, in any capacity, at this location? (CHECK [✓] ONE BOX ONLY - READ LIST)

READ: Less than 3 Months [] (53:1)
 3 Months, but less than 6 months [] (53:2)
 6 Months, but less than 1 year [] (53:3)
 1 Year, but less than 18 months [] (53:4)
 18 Months, but less than 2 years [] (53:5)
 2 Years, but less than 3 years [] (53:6)
 3 Years, but less than 4 years [] (53:7)
 4 Years or more [] (53:8)

53: _____

- b) Would you please tell me the date you started to work for this company? (WRITE IN BELOW)

 DAY MO. YEAR

- 17a) Did you work for your present company at another location before working for them at this location?

Yes [] (54:1) - (ASK B) No [] (54:2) - (PLEASE ASK C)

54: _____

- b) Where was this previous location? (WRITE IN BELOW)

ADDRESS: _____ CITY: _____

PROVINCE: _____ (55:)

55: _____

- c) Have you always held the same position with your present company? (CHECK [✓] APPROPRIATE BOX)

Yes [] (56:1) - (ASK Q. 10) No [] (56:2) - (ASK D)
 (DO NOT ASK D)

56: _____

- d) How long have you worked for this company in your current position? (WRITE IN BELOW - YEARS AND MONTHS)

 (YEARS) (60:) (MONTHS) (61:)

60: _____

61: _____

IF YOU ASKED (D) PLEASE GO DIRECTLY TO BLUE FORM DO NOT ASK QUESTION 18.

18a) Before taking this position with this company, did you work before?
That is, either working for yourself, someone else, or some other
company (including Municipal, Provincial and Federal Governments,
Military or civil)

Yes [] (57:1) - . (ASK B)

No [] - (57:2) - (GO
DIRECTLY TO YELLOW
FORM DO NOT ASK
B OR C)

57: _____

b) Did you have this position with this company lined up before leaving
your previous job?

Yes [] (58:1) - . (ASK C)

No [] - (58:2) - (GO
DIRECTLY TO YELLOW
FORM DO NOT ASK C)

58: _____

c) Before taking this position, were you working for yourself? That is, were you
self-employed in any capacity?

Yes [] - (59:1) - (GO DIRECTLY TO GREEN FORM)
No [] - (59:2) - (GO DIRECTLY TO BLUE FORM)

59: _____

80:1 _____

IF RESPONDENT WAS SELF-EMPLOYED BEFORE THEY BEGAN THEIR PRESENT JOB - PLEASE ANSWER QUESTIONS 19 THRU 23.

19) We determined in the first part of this questionnaire that just before you began your present job, you were self employed. What was the self-employment, that is, what did you do? (WRITE IN BELOW A DESCRIPTION OF THIS SELF-EMPLOYMENT IN TERMS OF THE TYPE OF BUSINESS AND EXACTLY WHAT YOU DID) (E.G. I OWNED MY OWN GAS STATION, I WAS A LICENCED MECHANIC AND DID ALL REPAIRS EXCEPT BODY WORK) (30:31:32:33:)

30: _____

31: _____

32: _____

33: _____

27: _____

TYPE OF BUSINESS: (27:28:29:) _____

28: _____

STREET ADDRESS: _____

29: _____

CITY: _____ PROVINCE: (54:55:) _____

54: _____

55: _____

20a) How many hours a week did you work at the job described above, NOT including overtime? (CHECK ONE BOX BELOW - READ LIST)

- READ: 1 - 4 hours a week (45:1)
 5 - 9 hours a week (45:2)
 10 - 14 hours a week (45:3)
 15 - 19 hours a week (45:4)
 20 - 24 hours a week (45:5)
 25 - 29 hours a week (45:6)
 30 - 34 hours a week (45:7)
 40 - 44 hours a week (45:8)
 45 - 49 hours a week (45:9)
 50 - 54 hours a week (45:0)
 55 - 59 hours a week (46:1)
 60 or More (46:2)

45: _____

46: _____

b) About how many hours a week, if any, did you work overtime on this job? (CHECK BOX OR WRITE IN BELOW)

47: _____

I did not work overtime (47:1)

I worked _____ hours per week overtime (47:48:)

48: _____

21) During this period of self-employment, please tell me in which of the following months, during an average year, you worked at the job you described above. (CHECK APPROPRIATE BOX(ES)- READ LIST)

- | | | | |
|---------------|---------------------------------|-----------|---------------------------------|
| READ: January | <input type="checkbox"/> (49:1) | July | <input type="checkbox"/> (49:7) |
| February | <input type="checkbox"/> (49:2) | August | <input type="checkbox"/> (49:8) |
| March | <input type="checkbox"/> (49:3) | September | <input type="checkbox"/> (49:9) |
| April | <input type="checkbox"/> (49:4) | October | <input type="checkbox"/> (49:0) |
| May | <input type="checkbox"/> (49:5) | November | <input type="checkbox"/> (50:1) |
| June | <input type="checkbox"/> (49:6) | December | <input type="checkbox"/> (50:2) |

49: _____

50: _____

22a) Which of the following is closest to the amount you earned per week from your self-employment, AFTER you deducted business expenses, but NOT including overtime? (CHECK ONE BOX ONLY - READ LIST)

READ: Less than \$40.00	<input type="checkbox"/>	(51:1)	180.00 - 189.99	<input type="checkbox"/>	(51:9)	
40.00 - 59.99	<input type="checkbox"/>	(51:2)	200.00 - 219.99	<input type="checkbox"/>	(51:0)	51: _____
60.00 - 79.99	<input type="checkbox"/>	(51:3)	220.00 - 239.99	<input type="checkbox"/>	(52:1)	
80.00 - 99.99	<input type="checkbox"/>	(51:4)	240.00 - 259.99	<input type="checkbox"/>	(52:2)	
100.00 - 119.99	<input type="checkbox"/>	(51:5)	260.00 - 279.99	<input type="checkbox"/>	(52:3)	52: _____
120.00 - 139.99	<input type="checkbox"/>	(51:6)	280.00 - 299.99	<input type="checkbox"/>	(52:4)	
140.00 - 159.99	<input type="checkbox"/>	(51:7)	300.00 or More	<input type="checkbox"/>	(52:5)	
160.00 - 179.99	<input type="checkbox"/>	(51:8)				

b) How long were you self-employed? (WRITE IN BELOW - YEARS AND MONTHS E.G. 1 YEAR - 3 MONTHS)

_____ (60:) _____ (61:)
 YEARS MONTHS

60: _____

61: _____

c) Are you still self-employed? That is, doing the same thing in the same capacity, in ADDITION to the job you now hold? (CHECK BOX BELOW)

Yes (62:1) - (END THANK YOU) No (62:2) - (ASK Q.23)

23a) Is there another person, who at the present time is working in the job you just described? That is, in the same capacity as you were? (FOR EXAMPLE, IF YOU OWNED A GAS STATION AND WORKED AS A MECHANIC, IS THERE NOW A PERSON WORKING AT THE SAME GAS STATION AS A MECHANIC WHO REPLACED YOU?)

Yes (63:1) - (ASK b) No (63:2) - (END THANK YOU)

63: _____

b) Do you know their name, address and phone number?

Yes (64:1) - (ASK c) No (64:2) - (END THANK YOU)

64: _____

c) NAME: _____ PHONE: _____

PHONE: () _____
 Area Code

ADDRESS: _____

CITY: _____

(END - THANK YOU FOR YOUR CO-OPERATION

80:2.

DUPLICATE COLUMN 1:-15: AS FIRST CARD/ALSO DUPLICATE COLUMN 76 - 79

IF YOU WORKED: 1) FOR ANOTHER COMPANY/EMPLOYER
2) FOR YOUR CURRENT COMPANY/EMPLOYER IN ANOTHER POSITION
BEFORE BEGINNING YOUR PRESENT JOB, PLEASE ANSWER QUESTIONS 24 THRU 33.

(NOTE: IF YOUR PREVIOUS POSITION WAS WITH YOUR CURRENT EMPLOYER PLEASE SKIP TO QUESTION 26.

- 24) We determined in the first part of this questionnaire that just before you began your present job, you were employed elsewhere. Please tell me the name, type of business, address and phone number of this last company/employer you worked for before beginning your present job.

NAME OF COMPANY/
EMPLOYER: _____ 27: _____
PHONE: () NO: _____ 28: _____
TYPE OF BUSINESS: _____ (27:28:29:) 29: _____
STREET ADDRESS: _____ 54: _____
CITY: _____ PROVINCE: _____ (54:55:) 55: _____

- 25) We would like to talk to the company you listed above, to find out what happened to the job vacancy you caused by leaving. Could you give us the name of a person at this previous employer's place of business who would be able to supply this information? (FOR EXAMPLE, FOREMAN, SUPERVISOR, PERSONNEL MANAGER, ETC.)
WRITE IN BELOW)

(NAME OF SUGGESTED PERSON)

(JOB TITLE)

- 26a) What was your occupation? That is, what did you do in this previous job? (WRITE IN BELOW-LIST SPECIFIC JOB, E.G. PUNCH-PRESS OPERATOR, PRODUCTION FOREMAN, STENOGRAPHER, SALESMAN, ETC. AND THE DEPARTMENT, E.G. PRODUCTION, ACCOUNTING ETC.)

(PREVIOUS JOB TITLE)

(30:31:32:33:) DEPARTMENT/DIVISION

- b) In what month of what year did you leave this position?

(MONTH)

19

(YEAR)

CONTINUED . . .

27a) How many hours a week did you work in the position described above, NOT including overtime?
 (CHECK ONE BOX BELOW-READ LIST)

- | | | | | | | |
|--------------------------|--------------------------|--------|----------------------|--------------------------|--------|-----------|
| READ: 1 - 4 Hours a Week | <input type="checkbox"/> | (45:1) | 40 - 44 Hours a Week | <input type="checkbox"/> | (45:8) | 45: _____ |
| 5 - 9 Hours a Week | <input type="checkbox"/> | (45:2) | 45 - 49 Hours a Week | <input type="checkbox"/> | (45:9) | |
| 10 - 14 Hours a Week | <input type="checkbox"/> | (45:3) | 50 - 54 Hours a Week | <input type="checkbox"/> | (45:0) | |
| 15 - 19 Hours a Week | <input type="checkbox"/> | (45:4) | 55 - 59 Hours a Week | <input type="checkbox"/> | (46:1) | 46: _____ |
| 20 - 24 Hours a Week | <input type="checkbox"/> | (45:5) | 60 or More | <input type="checkbox"/> | (46:2) | |
| 25 - 29 Hours a Week | <input type="checkbox"/> | (45:6) | | | | |
| 30 - 34 Hours a Week | <input type="checkbox"/> | (45:7) | | | | |

b) About how many hours, if any, per week did you work overtime in this position?
 (CHECK BOX OR WRITE IN BELOW)

- I did not work overtime (47:1) 47: _____
 I worked _____ hours per week overtime. (47:48:) 48: _____

c) During this period of employment please indicate which of the following months during the year that you worked in the position described above.
 (CHECK APPROPRIATE BOX(ES) - READ LIST)

- | | | | | | | |
|---------------|--------------------------|--------|-----------|--------------------------|--------|-----------|
| READ: January | <input type="checkbox"/> | (49:1) | July | <input type="checkbox"/> | (49:7) | 49: _____ |
| February | <input type="checkbox"/> | (49:2) | August | <input type="checkbox"/> | (49:8) | |
| March | <input type="checkbox"/> | (49:3) | September | <input type="checkbox"/> | (49:9) | |
| April | <input type="checkbox"/> | (49:4) | October | <input type="checkbox"/> | (49:0) | |
| May | <input type="checkbox"/> | (49:5) | November | <input type="checkbox"/> | (50:1) | 50: _____ |
| June | <input type="checkbox"/> | (49:6) | December | <input type="checkbox"/> | (50:2) | |

28) How long did you work for the employer referred to in Question 24 in the position described in Question 25.
 (WRITE IN BELOW-YEARS AND MONTHS - E.G. 1 YEAR - 3 MONTHS)

- _____ (60:) _____ (61:)
 (YEARS) (MONTHS) 60: _____
 61: _____

29) Which of the following is closest to the amount you earned per week, before deductions, at this previous job, NOT including overtime?
 (CHECK ONE BOX ONLY - READ LIST)

- | | | | |
|-----------------------|--------------------------|--------|-----------|
| READ: Less than 40.00 | <input type="checkbox"/> | (51:1) | 51: _____ |
| 40.00 - 59.99 | <input type="checkbox"/> | (51:2) | |
| 60.00 - 79.99 | <input type="checkbox"/> | (51:3) | |
| 80.00 - 99.99 | <input type="checkbox"/> | (51:4) | |
| 100.00 - 119.99 | <input type="checkbox"/> | (51:5) | |
| 120.00 - 139.99 | <input type="checkbox"/> | (51:6) | |
| 140.00 - 159.99 | <input type="checkbox"/> | (51:7) | |
| 160.00 - 179.99 | <input type="checkbox"/> | (51:8) | |
| 180.00 - 199.99 | <input type="checkbox"/> | (51:9) | |
| 200.00 - 239.99 | <input type="checkbox"/> | (51:0) | |
| 240.00 - 259.99 | <input type="checkbox"/> | (52:1) | |
| 260.00 - 279.99 | <input type="checkbox"/> | (52:2) | 52: _____ |
| 280.00 - 299.99 | <input type="checkbox"/> | (52:3) | |
| 300.00 or More | <input type="checkbox"/> | (52:4) | |

CONTINUED

- 30) We have listed below a few of the reasons why people might change jobs. Please tell me all the reasons why you left the job you listed above to come to your present job?
(CHECK APPROPRIATE BOX(ES) - READ LIST)

READ: I was given a new job/promotion	<input type="checkbox"/>	(65:1)
Old job was seasonal, wanted year-round work	<input type="checkbox"/>	(65:2)
Old job was part-time, wanted full-time work	<input type="checkbox"/>	(65:3)
I wished to increase my earnings	<input type="checkbox"/>	(65:4)
For health reasons	<input type="checkbox"/>	(65:5)
A temporary lay-off, didn't wish to wait for recall	<input type="checkbox"/>	(65:6)
A permanent lay-off	<input type="checkbox"/>	(65:7)
Employer moved to another location, I did not wish to move	<input type="checkbox"/>	(65:8)
I was offered a transfer, I did not wish to take the offer	<input type="checkbox"/>	(65:9)
Other reasons _____	<input type="checkbox"/>	(65:0)

(PLEASE SPECIFY)

- 31a) Again, referring to this previous job, that is, the job you held before your current position, either with your current employer or another company/employer, how did you find out about it?
(CHECK APPROPRIATE BOX(ES) - READ LIST)

READ: Heard an advertisement on Radio	<input type="checkbox"/>	(34:1)
Saw/Heard an advertisement on T.V.	<input type="checkbox"/>	(34:2)
Saw an advertisement in the Newspaper	<input type="checkbox"/>	(34:3)
Saw an advertisement in a Trade Journal	<input type="checkbox"/>	(34:4)
From an Employment Agency	<input type="checkbox"/>	(34:5)
From a Canada Manpower Office	<input type="checkbox"/>	(34:6)
From Friends, Relatives	<input type="checkbox"/>	(34:7)
From Acquaintances	<input type="checkbox"/>	(34:8)
My Union	<input type="checkbox"/>	(34:9)
A Company Employee	<input type="checkbox"/>	(34:0)
Other _____	<input type="checkbox"/>	(35:1)

(PLEASE SPECIFY)

Received a job promotion or transfer	<input type="checkbox"/>	(35:2)
--------------------------------------	--------------------------	--------

- b) How did you get this previous job?
(CHECK APPROPRIATE BOX - READ LIST)

READ: I was referred by an employment agency	<input type="checkbox"/>	(36:1)
I applied to the company directly	<input type="checkbox"/>	(31:2)
I advertised in a Newspaper/Trade Journal	<input type="checkbox"/>	(31:3)
I was referred to my old company by a Canada Manpower Office	<input type="checkbox"/>	(31:4)
I was contacted by the company personnel office	<input type="checkbox"/>	(31:5)
Other _____	<input type="checkbox"/>	(35:6)

(PLEASE SPECIFY)

It was offered to me by my employer	<input type="checkbox"/>	(35:7)
-------------------------------------	--------------------------	--------

CONTINUED . . .

32a) Before you applied for this previous job did you take any training course or instruction so that you would be able to apply for it?
(CHECK APPROPRIATE BOX)

Yes (37:1) No (37:2) GO TO Q. 33

37: _____

b) Was this training or instruction obtained through - - -
(CHECK APPROPRIATE BOX - READ LIST)

- READ: A Canada Manpower Training Program (38:1)
 A Correspondence Course (38:2)
 An Adult Education Course (38:3)
 A Trade School (38:4)
 Other _____ (38:5)
 (PLEASE SPECIFY)

38: _____

c) What was the course called? (WRITE IN BELOW - PLEASE BE SPECIFIC)

39: _____
 (39:40:)
 40: _____

d) How long did this training course or instruction last?
(CHECK ONE BOX ONLY - READ LIST)

- READ: Less than 1 Month (41:1)
 1 - 2 Months (41:2)
 2 - 3 Months (41:3)
 3 - 4 Months (41:4)
 4 - 5 Months (41:5)
 5 - 6 Months (41:6)
 6 Months or more (41:7)

41: _____

33a) After you obtained this previous position, did you take any training course or period of instruction that was directly applicable to this position?
(CHECK APPROPRIATE BOX)

Yes (42:1) (ASK B) No (42:2) (END)

42: _____

b) Was this training course or instruction period obtained through - - -
(CHECK APPROPRIATE BOX - READ LIST)

- A Canada Manpower Training Program (43:1)
 A Correspondence Course (43:2)
 An Adult Education Class (43:3)
 On The Job Training (43:4)
 Other _____ (43:5)
 (PLEASE SPECIFY)

43: _____

c) How long did this training course or period of instruction last?
(CHECK ONE BOX ONLY - READ LIST)

- READ: Less than 1 Month (44:1)
 1 - 2 Months (44:2)
 2 - 3 Months (44:3)
 3 - 4 Months (44:4)
 4 - 5 Months (44:5)
 5 - 6 Months (44:6)
 6 Months or more (44:7)

44: _____

(END - THANK YOU FOR YOUR CO-OPERATION)

80:3

DUPLICATE CO. 1: - 15:AS CARD #1 AND ALSO DUPLICATE CO. 76: - 79: ONLY.

IF RESPONDENT WAS NOT WORKING BEFORE BEGINNING THEIR CURRENT JOB - PLEASE ANSWER
QUESTIONS 34 THRU 38.

34) We determined in the first part of this questionnaire that just before you began your present job you were not working. We have listed below some of the reasons why people are not working. Would you please tell me the reasons why you were not working. (CHECK APPROPRIATE BOX(ES) -- READ LIST)

- READ:
- Long personal illness (66:1)
 - Care for children/homemaker (66:2)
 - Enrolled in a school/college etc. (66:3)
 - Enrolled in a training course (66:4)
 - Did not wish work during this period (66:5)
 - No work available (66:6)
 - Extended vacation (66:7)
 - Moved away (66:8)
 - Reasons I consider private (66:9)
 - None of the above (66:0)

66: _____

35a) Were there any reasons we have not specified? (CHECK APPROPRIATE BOX)

Yes (67:1) - (ASK b) No (67:2) - (SKIP TO Q.36)

67: _____

b) Please specify these reasons. (E.G. UNION STRIKE, ETC.)

(68:)

68: _____

36) Before beginning your present job were you looking for work by: (CHECK APPROPRIATE BOX(ES) - READ LIST)

- READ:
- Contacting Canada Manpower Centres (69:1)
 - Checking with employers in the area (69:2)
 - Placing or answering newspaper ads (69:3)
 - Listing with job placement agency(ies) (69:4)
 - Asking friends about opportunities (69:5)
 - Other (69:6)

69: _____

(SPECIFY)

OR

Were not actively looking for work (69:7)

37) How long was this period when you were not working? (CHECK)
 ONE BOX ONLY - READ LIST)

- Less than 1 week (70:1)
- READ: 1 - 2 weeks (70:2)
- 3 - 4 weeks (1 month) (70:3)
- 5 - 6 weeks (70:4)
- 7 - 8 weeks (2 months) (70:5)
- 9 - 12 weeks (3 months) (70:6)
- 4 months - 6 months (70:7)
- 7 months - 1 year (70:8)
- Over 1 year (70:9)
- I was never employed before (70:0)
 in this country

70: _____

38) During this period when you were not working were you receiving any financial assistance in the form of - - -
 (CHECK APPROPRIATE BOX(ES) - READ LIST)

- | | <u>YES</u> | <u>NO</u> | |
|--|------------|---------------------------------|-----------|
| READ: A. Welfare payments (71:1) <input type="checkbox"/> | ASK.
C | <input type="checkbox"/> (71:4) | 71: _____ |
| B. Unemployment Insurance (71:2) <input type="checkbox"/> | | <input type="checkbox"/> (71:5) | 72: _____ |
| C. Other (e.g. Manpower Training, Scholarship) (71:3) <input type="checkbox"/> | | <input type="checkbox"/> (71:6) | 73: _____ |
| D. What was the amount per week you received?
\$ _____ per week (72:73:74:) | | (WRITE IN BELOW) | 74: _____ |

(END - THANK YOU FOR YOUR CO-OPERATION)

80:4.

APPENDIX III

DETAILED RESEARCH METHODOLOGY

APPENDIX IIIDETAILED RESEARCH METHODOLOGY

The research method utilized consisted of three phases. The first phase was the development of employer and employee questionnaires for the various levels in the job shift spectrums; the development of supporting material such as covering letters, instructions, coding manuals, etc. and the pre-testing of this material to expose problems, if any, of respondent reaction to terminology, concept, etc.

The second phase consisted of the actual fieldwork where the various questionnaires developed in Phase I were utilized to collect the required data.

Phase III consisted of the processing, analysis and report preparation of the data collected during the previous phase.

STEP ONE - PRE-TEST

In consultation with Department of Regional Economic Expansion representatives a draft questionnaire was developed and a tentative approach to participating companies decided upon.

The Department of Regional Economic Expansion selected a company that had received an R.D.I.A. grant (outside of the proposed test area) in Truro, Nova Scotia, for pre-testing of the questionnaire and related material. The General Manager was advised by letter that the Department of Regional Economic Expansion was conducting a survey of industry in that area and the co-operation of his company was elicited.

Following a telephone contact to arrange a personal interview, a senior study director spent approximately 4 hours interviewing the General Manager of the test company. During the interview the concept of the study was explained, a list of qualified staff obtained and respondent kits left with the company for distribution to employees. The kits contained a covering letter, a questionnaire to be self-administered and a prepaid return envelope for return of the completed questionnaire.

It was decided, upon completion of the pre-test, that to successfully complete the study, personal contact with selected companies was mandatory. Although it was originally planned to incorporate the pre-test results in the main report, necessary revisions to the questionnaire and methodology as a result of the pre-test negated the inclusion of this preliminary data.

The pre-test was conducted according to the specifications of the main study, that is, employees were followed backwards in time from tier employment to tier employment. One finding of this pilot study was that in the Maritime provinces, exceedingly high staff turnover is common, with many transient workers who reside in rooming houses or other types of temporary accommodation. Obviously, from a research point-of-view, these people are very difficult to locate at home and interview as many do not have private telephones or mailing addresses.

Anticipating this condition in the main study, a method of contacting these hard-to-reach respondents was developed utilizing a combination of long-distance telephone calls, registered letters and telegrams, both to the company where the respondent worked and to his home address.

No attempt was made to analyze the results of the pilot study because its major purpose was to test the effectiveness of the planned approach and provide direction for necessary modification.

STEP TWO - METHODOLOGY: OBTAINING THE CO-OPERATION OF SELECTED EMPLOYERS

The Department of Regional Economic Expansion provided the research consultant with a list of R.D.I.A.-assisted firms in the Halifax/Dartmouth and Moncton areas. This list was composed of 35 individual industrial firms that were in commercial production as of June, 1973 (See Appendix #1).

Concurrently, staff of the Program Evaluation Branch advised the provincial directors in Halifax and Fredericton regarding the scope and purpose of the project. These directors were asked to provide letters of credential to S.M.R.S. study directors and also to write the principals of the above firms requesting their co-operation in the conduct of the project (See Appendix 4).

The above had been accomplished by the last week of November, 1973 and during the last week of November and the first week of December, 1973, three senior study directors from Southam Marketing Research Services, conducted personal interviews with the senior management of the selected firms.

Upon arrival in the selected communities, each potential R.D.I.A.-assisted company was contacted by telephone and a personal interview with Department of Regional Economic Expansion-suggested contacts was arranged.

Owing to the fact that the principals of Simmons Ltd. and Serta Maritimes did not reside in the Maritimes, and had not advised local staff of the request for their co-operation in the study no contact was made with these firms, although several attempts were made to contact these out-of-town residents.

Just prior to the start of the project, the Department of Regional Economic Expansion advised the research consultant that Associated Lighting Products was no longer in business and this firm was deleted.

In addition, Hansa-Sealand and L.E. Shaw Ltd. were conducting union negotiations and understandably, refused co-operation at that time; however, both firms offered to co-operate fully once labour negotiations were completed. Both of these firms were deleted for timing considerations.

At the time of the study, Computag Systems was in receivership and although co-operation was extended, the trustees limited employee participation, in that the consultant was not given permission to contact employees directly, making it

impossible for S.M.R.S. to exercise the required quality control aspects of the study. Upon consideration, this firm was also deleted.

Canada Dry was also deleted, as this company had just been bought out and employee status was too confused to include in the research. The company was willing to co-operate but did not know how to proceed owing to changed status.

Of the remaining firms, Hub Meat Packers, although promising co-operation in discussion, in actual fact did not co-operate in any way despite repeated contacts.

All other contacted companies co-operated to the fullest extent, providing secretarial help, office space, personnel records and the complete co-operation of their personnel officers.

Notable among the co-operation received by the consultants were J.A. Humphreys & Sons in Moncton, and Hermes Electronics in Dartmouth. Because of the large numbers of employees involved in these firms, the research requirements were considerably more onerous than those required of other firms participating in the study.

During the first personal interview with Tier I employers, the purpose and scope of the project was explained and credentials offered. In most instances, a second appointment was arranged to do the necessary clerical chores associated with putting the questionnaires in the hands of qualified employees. Our local staff accompanied the consultants to this second meeting and arrangements were made by the firms to provide our local staff with the names, addresses and, where possible, the phone numbers of incumbents in R.D.I.A.-created jobs, so that respondent kits could be prepared for distribution.

It should be noted at this point, that the definition of an R.D.I.A.-created job was determined (after lengthy discussion between the Department of Regional Economic Expansion and the consultant), to be those jobs that would not be in existence at the time of the interview without the assistance of an R.D.I.A. grant. Management of the respondent companies was asked to designate these jobs, keeping the above definition in mind.

Using personnel records, clerical staff supplied by S.M.R.S. listed all employees (where possible) indicating those employees who were currently employed in R.D.I.A.-created jobs. Using this list, a kit, consisting of a bi-lingual (English-French) covering letter, a questionnaire (again English or French, depending on the language preference of the employee) and a postage paid return envelope was prepared for distribution within the firm to each qualified employee. Each questionnaire and return envelope was coded with the assigned code for each qualified respondent.

STEP THREE - METHODOLOGY: INTERVIEWING PROCEDURE

Using the lists collected in the field of those Tier I employees incumbent in R.D.I.A.-created jobs, a master list was compiled in our Toronto office. This list had the name of the firm, the company code number, the job chain code number, the name and, where possible, the phone number for each qualified employee.

As completed self-administered questionnaires were returned from Tier I employees the following procedure took place:

- (i) Each questionnaire was checked against the master list and edited for completeness and internal integrity.
- (ii) If an error was found, the error was noted and the questionnaire was routed for re-contact to correct errors (about 70% of Tier I questionnaires).
- (iii) If the Tier I employee was previously not working, and the questionnaire was error-free, the job chain was terminated and the questionnaire passed to statistics for coding and keypunching.
- (iv) If the Tier I employee was previously working and the questionnaire error-free, the questionnaire was routed for contact of the Tier II employer.
- (v) After contact of the Tier II employer, and if the previous job had an incumbent the questionnaire was routed for contact of the Tier II employee.

Other than the first initial Tier I self-administered questionnaire, all other interviewing, including re-contacts, follow-ups and successive Tier contacts were done from our Toronto office utilizing wide area telephone service (WATS) thus ensuring complete quality and timing control.

All interviewers used in our Central office were fluently bi-lingual.

STEP FOUR - METHODOLOGY: CONTACT OF HARD-TO-REACH RESPONDENTS

During the course of the study, approximately 200 individual respondents, some who did not respond to the original self-administered questionnaire, some that we were unable to reach by telephone after repeated attempts and some with no telephone were classified as "problem" cases.

Each of these potential respondents were sent a registered letter requesting co-operation, and a questionnaire kit to either his place of residence or place of employment if no home address had been given. After a suitable period of time had passed, if no response was forthcoming, a telegram again requesting co-operation was also sent to these people (See Appendix X)

Because co-operation was voluntary, any employee who refused to complete the questionnaire was noted as refused and the job chain terminated at that point.

STEP FIVE - CODING TIER I INPUT FOR TIER II OUTPUT

Upon receipt of each completed Tier I employee questionnaire a coded file was opened for each Tier I job. Questionnaires of employees who held no previous job either through unemployment or not previously being in the labour force were separated and coded for data processing. In the self-administered questionnaires, the Tier I employees who were previously employed were requested to furnish the name, address and phone number of their previous employer. Each employer so identified by the Tier I employees was interviewed (no matter where

they were located in Canada), by long-distance telephone in order to determine:

- 1) whether or not the job vacated by the Tier I employee was filled, and
- 2) if the job was filled, the name, address and telephone number of the replacement employee. This information permitted the next step, the interviewing (again by long-distance telephone) of the replacement employee.

STEP SIX - INTERVIEWING TIER II EMPLOYEES

For each Tier II job that was filled, the replacement employee was interviewed by long-distance telephone. These Tier II employees were also asked to furnish the name, address and telephone number of their previous employer, if any.

STEP SEVEN - (AND SUBSEQUENT STEPS)

Steps two and three as outlined above were repeated with the Tier III employers and employees, Tier IV employers and employees and so on, until the number of employees holding previous jobs were exhausted.

STEP EIGHT - EDITING, VALIDATION AND CODING

Immediately upon receipt of the self-administered Tier I questionnaire each questionnaire was edited by experienced editors, checking for completeness, thoroughness and appropriateness of responses. If the editors discovered any answers in validated questionnaires that appeared to need elaboration, long-distance telephone follow-ups were made to respondents to complete answers as need be.

The most critical factor in this type of project is the identification and relation of each job and each employer in the job shift chain. The following method of identification was utilized:

	<u>TIER I EMPLOYER</u>	<u>TIER I EMPLOYEE</u>	<u>TIER II EMPLOYER</u>	<u>TIER II EMPLOYEE</u>	<u>TIER III EMPLOYER</u>	<u>TIER III EMPLOYEE</u>
Respondent Co. #1	1001	- 001 - 002 - 003 - 004 - 005	- 2001	- 001 - 002 - 003 - 004 - 005	- 3001	- 001 - 002 - 003 - 004
Respondent Co. #2	1002	- 006 - 007	- 2002	- 006 - 007 - 008	- 3002	- 006 - 007

The above coding was extended vertically to encompass all co-operating employers in all Tiers and extended horizontally to encompass as many Tiers of employment as required.

Prior to the distribution of Tier I questionnaires, each questionnaire was identified with a seven digit code number to identify respondent employer and employee (example - 1000 - 001, 1000 - 002, etc.). This identification number was utilized to identify the job shift chain and had a code identification for each link in the chain added to it through Tier II, Tier III, etc. as explained above.

For each questionnaire employed a coding manual was constructed to convert the written responses into numerics for punching and data processing. All coding was conducted on premises, under the direct supervision of senior Southam Marketing Research Services personnel, and only fully-trained, bi-lingual coders were utilized.

STEP NINE - TABULATION

Edited and coded material was punched onto IBM cards and verified 100% by our on-site data processing division. Prior to tabulation, the deck was cleaned and any questionable answers were compared to the original questionnaire and if necessary, that respondent was re-contacted for clarification. Southam Marketing Research Services tabulated the data in such a manner to generate all material pertinent to the objectives specified earlier in this proposal.

APPENDIX IV

INITIAL CONTACT TIER I EMPLOYER

Regional Expansion
Economic Économique
Expansion Régionale

S A M P L E

S. D. Black,
Hansa-Sealand Limited,
17 Somers Street,
Moncton, N.B.

Dear Mr. Black:

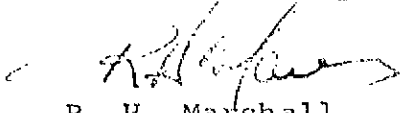
Recently the Department of Regional Economic Expansion commissioned Southam Marketing Research Services, a national research firm, to undertake a study designed to evaluate the social and economic effects of grants given under the Regional Development Incentives Act in the Maritime Provinces.

As an RDIA grant recipient firm located in the study area, we would greatly appreciate your co-operation in assisting the research firm. Your role in expediting this project is a key one but your actual involvement will not be extensive. The primary requirement is to obtain your co-operation in surveying employees in your company whose jobs have been created as a result of an industrial incentive grant. All information collected in the project will be held on a strictly confidential basis.

A principal of Southam Marketing Research Services will be in contact with you to arrange a meeting, at your convenience, and to explain the details of the study as it applies to your firm.

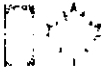
We are sure, realizing the importance of your response, that you will render whatever assistance is necessary, to successfully complete this research project.

Yours sincerely,


R. H. Marshall
Director (New Brunswick)

APPENDIX V

CREDENTIALS PROVIDED



Regional Expansion
Economic Économique
Expansion Régionale

5th Floor, Centennial Bldg.,
1645 Granville Street,
Halifax, Nova Scotia.
B3J 1X3

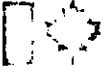
TO WHOM IT MAY CONCERN:

This letter will introduce Mr. John Barry of the Southam Marketing Research Services, a national research firm, who have been commissioned by the Department of Regional Economic Expansion to conduct a confidential study. Your co-operation in this study will be appreciated. Any information you provide will remain confidential to the consultant.

If you have any questions as to the authenticity of this survey, please do not hesitate in contacting me at the above address, or by telephoning (902) 426-3458.

Yours sincerely,

H. J. Hortie,
Director (Nova Scotia).



Regional Expansion
Economic Économique
Expansion Régionale

P.O. Box 578,
FREDERICTON, N.B.

TO WHOM IT MAY CONCERN:

This letter will introduce *John Barry* of the Southam Marketing Research Services, a national research firm, who have been commissioned by the Department of Regional Economic Expansion to conduct a confidential study. Your cooperation in this study will be appreciated. Any information you provide will remain confidential to the consultant.

If you have any questions as to the authenticity of this survey, please do not hesitate in contacting me at the above address or by telephoning (506) 454-9751.

Yours sincerely,


R.H. Marshall,
Director (New Brunswick)

APPENDIX VI

TIER I PERSONNEL SHEET

APPENDIX VII

TIER I EMPLOYEE LETTER OF INTRODUCTION



SOUTHAM MARKETING RESEARCH SERVICES

Dear:

Southam Marketing Research Services is conducting a survey for the Department of Regional Economic Expansion. The management of your company has been advised of this research project and has given your name to us with the understanding that when the attached questionnaire is completed, it will be considered confidential to us and forwarded unopened to our Toronto office.

The idea behind the survey is to determine employment patterns; that is, what new jobs have opened up in your area, what happens when people change jobs, what kinds of jobs people have, etc., etc.

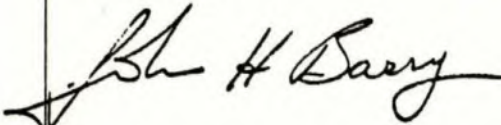
Your answers will be combined in the form of statistics with many other answers from people like yourself. In no way and at no time will you be personally identified.

Please do not be alarmed at the apparent length of the questionnaire, you only have to answer a portion of the questions depending on your job history and most questions are just checking off the appropriate answer. Your prompt response is very important to the successful completion of this study.

We would certainly appreciate your help in completing the enclosed questionnaire as quickly as possible and returning the sealed envelope to your employer.

Thank you very much for your co-operation.


Sincerely,



Project Director

P.S. If you are no longer employed by _____
please indicate in the box provided and return all material to our
Toronto office.

No longer work for _____ []



SOUTHAM MARKETING RESEARCH SERVICES

Cher:

Southam Marketing Research Services conduit une étude pour le Département régional de l'expansion économique. Le gérant de votre compagnie a été avisé de ce projet d'étude, et nous a donné votre nom sachant qu'il est bien entendu que ce questionnaire sera confidentiel et, une fois terminé, il sera retourné, scellé à notre bureau de Toronto.

Le but de cette étude est de déterminer l'évolution du chômage; c'est-à-dire, les possibilités d'emploi dans votre domaine de spécialisation, ce qui survient lorsque les gens changent d'emplois, et quels genres d'emplois ont les gens, etc. etc.

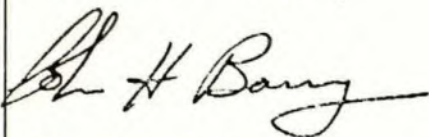
Vos réponses seront rassemblées sous forme d'ordre statistique en même temps que plusieurs autres personnes comme vous. D'aucune façon, et en aucun temps votre identité sera divulguée.

Ne soyez pas alarmé par la longueur du questionnaire, vous n'avez qu'une partie du questionnaire à remplir dépendant de votre expérience au point de vue travail, et pour la plupart des questions vous n'avez qu'à crocheter la réponse correspondante. Une réponse prompte est très importante au succès de cette étude.

Nous apprécierions beaucoup votre aide en complétant le questionnaire ci-inclus, et, en le retournant aussitôt que possible scellé, à votre employeur.

Merci infiniment de votre co-opération.

Sincèrement vôtre,



Directeur de Projet

P.S. Si vous n'êtes plus à l'emploi de _____
veuillez l'indiquer dans le carreau pourvu à cette fin et retourner
tout le matériel à notre bureau de Toronto

Je ne travaille plus pour _____ []

APPENDIX VIII

EMPLOYEE FOLLOW-UP LETTER



SOUTHAM MARKETING RESEARCH SERVICES

In November of 1973, you were given a survey questionnaire at your place of employment. This is a survey being conducted for the Federal Government, which is an assessment of the employment patterns in your area.

As we have not received a questionnaire from you I would like to explain why we are requesting your co-operation.

In conducting this study, we are, in effect, constructing a huge jigsaw puzzle and your job is one of the pieces.

The reason for making the puzzle in the first place is that the Federal Government is trying to assess the employment patterns in your area to measure the effectiveness of Federal aid to companies, but also out of concern for the people who work in the area how their jobs might be directly or indirectly affected by these grants.

All of the answers from all of the people who answer the questionnaire will be combined in a statistical report to the government, but no individual will be identified in any way, at any time.

In the event that you have misplaced the original questionnaire I am enclosing another one. The questionnaire looks long, but if you follow the instructions with each question you will find that you answer only a portion of it, which will take a very few minutes of your time.

Thank you for your consideration of this request. If you have any questions concerning this study please call us collect at 416-445-3255 and we will be happy to explain further.

Yours truly,

John H. Barry
Director

JHB:sm

APPENDIX IX

EMPLOYER FOLLOW-UP LETTER



SOUTHAM MARKETING RESEARCH SERVICES

Dear

You have requested somewhat more detail as to the survey being conducted by Southam Marketing Research Services for the Department of Regional Economic Expansion, attached you will find copies of the credentials issued to us by the provincial directors of D.R.E.E. for use in the initial stages of this project.

The project is, basically, a study to determine the impact made upon the labour force as a result of federal grants made to industry in the Maritimes. In determining this impact a multiple job shift analysis is being conducted, in other words, we are tracking jobs backward in time to evaluate how many jobs were actually created as a result of federal grants.

To do this, we contacted a number of firms in the Maritimes who had received grants and determined the increase in their employment as a result of the grant. These employees were queried as to the job they had held immediately previous to their current position and asked to identify their previous employer to enable us to track the employee in that company now holding this previous job. This employee will be contacted by telephone and asked who he/she worked for before taking their current position, in turn, that employer will be asked who is currently holding this previous job and so on. We are really tracking jobs not people and all information will remain confidential to us and only released to the government in the form of statistics. Graphically, the job chain looks something like this:

Tier I <u>Employer</u> 1001	Tier I <u>Employee</u> 001	Tier II <u>Employer</u> 2001	Tier II <u>Employee</u> 001	Tier III <u>Employer</u> 3001	Etc.
-----------------------------------	----------------------------------	------------------------------------	-----------------------------------	-------------------------------------	------

The chain would end when an employee, at any stage in the chain, states he/she was previously not working (ie. unemployed, in school or not in the labour force).

Continued.....

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Your company has been identified as a previous employer and we request your co-operation in identifying the employee who is currently in the job identified by your former employee so that we may complete that particular job chain. If you have any further questions please call me at 416-445-3255.

Thank you for your consideration.

John H. Barry,
Director.

P.S. After you have an opportunity to assess the requested co-operation, our office will be in touch with you by telephone.

APPENDIX X

EMPLOYEE FOLLOW-UP TELEGRAM

EMPLOYEE FOLLOW-UP TELEGRAM

SOUTHMAG TOR
FEB 28 1974

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YOU RECEIVED A REGISTERED QUESTIONNAIRE WITHIN THE LAST TWO WEEKS CONCERNING THE JOB SURVEY WE ARE CONDUCTING FOR THE FEDERAL GOVERNMENT. WE HAVE NOT RECEIVED YOUR QUESTIONNAIRE. WOULD YOU PLEASE COMPLETE AND RETURN IT IMMEDIATELY? IF THERE IS ANY PROBLEM CALL US AT (416) 445-3254.

JOHN H BARRY
SOUTHAM MARKETING RESEARCH SERVICES
811-2-14-14B-20646

