### Education - Graduates 1992 to 1997

This measure is not applicable for the Yukon

### Population over 20 with Qualifications in Social Work Field of Study
(Total population over 20 years of age, not just employed persons)

<table>
<thead>
<tr>
<th>Field of Study</th>
<th>1991</th>
<th>1996</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. University</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Social work &amp; social services</td>
<td>90</td>
<td>155</td>
<td>72.2%</td>
</tr>
<tr>
<td>Social work/welfare—General</td>
<td>80</td>
<td>140</td>
<td>75.0%</td>
</tr>
<tr>
<td>Child care services, youth</td>
<td>10</td>
<td>0</td>
<td>-100.0%</td>
</tr>
<tr>
<td>Gerontology, applied</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Social services, welfare tech.—Other</td>
<td>10</td>
<td>15</td>
<td>50.0%</td>
</tr>
<tr>
<td>2. College Diploma/Certificate</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Social work &amp; social services</td>
<td>215</td>
<td>325</td>
<td>51.2%</td>
</tr>
<tr>
<td>Social work/welfare—General</td>
<td>35</td>
<td>55</td>
<td>57.1%</td>
</tr>
<tr>
<td>Child care services, youth</td>
<td>45</td>
<td>45</td>
<td>0.0%</td>
</tr>
<tr>
<td>Correctional technologies</td>
<td>10</td>
<td>10</td>
<td>0.0%</td>
</tr>
<tr>
<td>Gerontology, applied</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td>Police and para-legal tech.</td>
<td>50</td>
<td>85</td>
<td>70.0%</td>
</tr>
<tr>
<td>Protection services</td>
<td>30</td>
<td>35</td>
<td>16.7%</td>
</tr>
<tr>
<td>Social services, welfare tech.—Other</td>
<td>55</td>
<td>90</td>
<td>63.6%</td>
</tr>
</tbody>
</table>
### SECTOR STUDY STEERING COMMITTEE

<table>
<thead>
<tr>
<th>Administrative Committee</th>
<th></th>
</tr>
</thead>
</table>
| **DON FUCHS,** co-chair | **PATRICK AU**  
Executive Director  
Chinese Family Life Services of Metro  
Toronto,  
2 Carlton Street Suite 1406,  
Toronto, Ontario M5B 1J3  
Tel: (416) 979-8299  
Fax: (416) 979-2743  
E-mail: pacfslsm@globalserve.net |
| Dean, Chair of CCDS-SW  
Faculty of Social Work  
University of Manitoba,  
521 Tier Building,  
Winnipeg, Manitoba R3T 2N2 | **MICHAEL BOYLE**  
Professional Practice Leader  
Patient and Family Counselling Services  
Vancouver Island Cancer Centre,  
1900 Fort St.,  
Victoria, British Columbia V8R 1J8  
Tel: (250) 370-3230  
Fax: (250) 370-8391  
E-mail: mboyle@bocancer.bc.ca |
| **ELLIE OLIVER,** co-chair | **BRUCE COOPER**  
Assistant Executive Director of Client Services  
Health and Community Services,  
20 Cordage PO. Box 13122,  
St. John’s, Newfoundland A1B 4A4  
Tel: (709) 736-3862  
Fax: (709) 736-4989  
E-mail: brucecooper@hcsjrn.nf.ca |
| Administrator  
Initiative and Collaborative Social Work Program  
School of Social Work  
Memorial University of Newfoundland  
Clinical Institute,  
St. John’s, Newfoundland A1C 5S7 | **SUZANNE DESCOTEAUX**  
Directrice du programme santé globale  
CLSC Côte-des-Neiges,  
5700 Cote des Neiges,  
Montréal, Québec H3T 2A8  
Tel: (514) 731-1388  
Fax: (514) 731-4012  
E-mail: cslccdm@csinet.net |
| **ANNE WESTHUES**  
Professor  
Faculty of Social Work Wiffrid Laurier University,  
75 University Ave. West,  
Waterloo, Ontario N2L 3C5 | **MADELINE DUBOIS**  
Chef de formation pratique  
École de service social Université d’Ottawa,  
43 rue Templeton,  
Ottawa, Ontario K1N 6N5  
Tel: (613) 562-5800  
Fax: (613) 562-5495  
E-mail: mdubois@uottawa.ca |
| **JEAN-PIERRE DESLauriers**  
Professor  
Département de travail social Université de Québec à Hull,  
263, boulevard Alexandre-Taché C3300,  
Hull, Québec J8X 3X7 | **VALERIE ELLIOTT HYMAN**  
CEO  
Ontario Association of Children’s Rehabilitation Services,  
350 Rumsey Rd.,  
Toronto, Ontario M4G 1R8  
Tel: (416) 424-3864  
Fax: (416) 467-7083  
E-mail: vehyman@oaarc.org |
|  | **ELIZABETH FORD**  
Social Worker  
Labrador Inuit Association,  
via Blizzard Express in Labrador,  
Nain, Labrador A0P 1L0  
Tel: (709) 322-1206  
Fax: (709)222-1040  
E-mail: eford@runatsiavut.com |
|  | **WAYNE HELGASON**  
Executive Director  
Social Planning Council OfWinnipeg,  
412 McDermot Avenue,  
Winnipeg, Manitoba R3A 0A9  
Tel: (204) 943-2561  
Fax: (204) 943-3221  
E-mail: spc@SOLUTIONS.net |

**APPENDIX B**
EX-OFFICIO

BELINDA CHOPPING
Grant Thornton, 19th Floor, South Tower, Royal Bank Tower 200 Bay St., Box 55, Toronto, Ontario M5J 2P9
E-mail: bchopping@grantthornton.ca

DEBORAH GILLIS
Grant Thornton, 19th Flr, South, Royal Bank Tower 200 Bay St., Box 55, Toronto, Ontario M5J 2P9
Tel: 416-360-4984
Fax: 416-360-4949
E-mail: dgillis@grantthornton.ca

CRYSTAL HACHE
Project Manager
CASSW / ACESS, 383 Parkdale Ave., #206, Ottawa, Ontario K1Y 4R4
Tel: (613) 792-1956
Fax: (613) 792-1956
E-mail: hache@cassw-access.ca

DEBORAH SHAMAN
Human Resources Development Canada, Place de ville 112 Kent St., Tower B, 21st Floor, Ottawa, Ontario K1A 0J9
Tel: (613) 952-9440
Fax: (819) 773-9613
E-mail: deborah.shaman@spg.org

MARYLEE STEPHENSON
CS/RESORS Consulting Ltd., 1726 Commercial Drive #2, Vancouver, British Columbia V5N 4A3
Tel: 604-253-3554
Fax: 604-253-9533
E-mail: resors@axionet.com

CHRIS WALKER
Grant Thornton, 12th Floor, South Tower, Royal Bank Tower 200 Bay St., Box 55, Toronto, Ontario M5J 2P9
Tel: (416) 360-5048
Fax: (416) 360-4949
E-mail: cwalker@grantthornton.ca

JOHN ZENKO
Human Resources Partnership - HRDC, Place du Portage, Phase IV 5th Floor, Hull, Québec K1A 0J9
Tel: (819) 964-6000
Fax: (819) 963-7474
E-mail: john.zenko@hrdc-drhc.gc.ca

GOVERNMENT REPRESENTATIVES

KEN CARNIE
Divisional Manager, Legislation and Regulation Corporate Support Unit Child and Family Services Division, 114 Garry St., Suite 201, Winnipeg, Manitoba R3C 4V5
Tel: (204) 945-6706
Fax: (204) 945-6717
E-mail: Kcarnie@fs.gov.mb.ca

BEVERLY CLARKE
Assistant Deputy Minister, Policy and Program Dept of Health & Community Services Govt of Nfld & Labrador, P.O. Box 8700 Confederation Bldg, West Block, St. John's, Newfoundland A1B 4J6
Tel: (709) 729-5864
Fax: (709) 729-0121
E-mail: bclarke@mail.gov.nf.ca

JACKIE CURETAN
Community Services Unit Ministry of Community & Social Services, 4th Floor Hepburn Block 80 Grosvenor St., Toronto, Ontario M7A 1E9
Tel: (416) 325-5978
Fax: (416) 327-0570

JOANNE FLETCHER
Department of Health and Community Services, P.O. Box 5100, 7th Floor, Carleton Place, Fredericton, New Brunswick E3B 5G8
Tel: (506) 444-4049
Fax: (506) 444-4887
E-mail: joanne.fletcher1@gov.nb.ca

DAVE HEDLUND
Regional Director, Regina Saskatchewan Social Services, 2045 Broad St., Regina, Saskatchewan S4P 3T7
Tel: (306) 787-3416
Fax: (306) 787-4840
E-mail: dave.hedlund.ss@govmail.gov.sk.ca

SUSAN MACKENZIE
Director Dept of Health & Soc Services Corporate Services, P.O. Box 2000, Charlottetown, Prince Edward Island C1A 7N8
Tel: (902) 368-4827
Fax: (902) 368-4889
E-mail: smackenzie@gov.pe.ca

JOHN PATTERSON
Min. for Children and Families Victoria, British Columbia

APPENDIX B
<table>
<thead>
<tr>
<th>Committee</th>
<th>TASK</th>
<th>Members</th>
</tr>
</thead>
</table>
| Administrative                                 | TASK: Supervise the Project, Steering Committee, Budget and Project Manager | Don Fuchs  
Anne Westhues  
Jean-Pierre DesLauriers                                                   |
| Selecting a Consultant                         | TASK: Review all proposals and choose a consultant based on specific criteria | Jean-Pierre DesLauriers  
George Inkster  
Bruce Cooper  
Anne Westhues  
Jean Lafrance  
Deborah Shaman (HRDC)  
Kathleen Walford (HRDC)                                                   |
| Aboriginal                                      | TASK: Supervise aboriginal consultant data collection, report and contribute to national report | George Inkster  
Wayne Helgason  
Nuelle Novik  
Mac Saulis  
Elizabeth Ford                                                              |
| Quebec (Q) Francophone (F)                     | Quebec subcommittee to supervise consultant data collection, content, final report and review translation. Francophone subcommittee task to contribute to formation of national report, review translation | Suzanne Descoteaux (Q) (F)  
Jean-Pierre DesLaurier (Q) (F)  
Madelaine Dubois (F)  
Claudette Leblanc (Q) (F)  
Maria Moschopoulos (Q) (F)  
My-Hong Pham (Q) (F)  
Claude Snow (F)                                                             |
| Liaison with Registrars and Agreement on InterProvincial Mobility | TASK: Bridge the work of the Sector Study with the AIT goal of development of competencies | Bruce Cooper (Chair)  
George Inkster  
Alan Knowles                                                               |
| Vision                                          | TASK: Present a tentative vision statement to the committee for the next Steering Committee | Anne Westhues (Chair)  
Valerie Elliot-Hyman  
Jean Lafrance  
Jim Morton  
Claudette Leblanc  
Wayne Helgason  
Ian MacDonald                                                             |
| Employer Survey                                | TASK: Provide names of potential employers for GT to survey, and review the research tool being used. | Glen Schmidt (Chair)  
Maria Moschopoulos  
Mary Pothier  
Michael Boyle  
Mac Saulis  
Don Fuchs                                                                |
| Strategic Goals, Objections & Actions          | TASK: Summarize Steering Committee input, based on conclusions, into an actionable document | Anne Westhues  
Wayne Helgason  
Bruce Cooper  
Valerie Elliot-Hyman  
Michael Boyle  
Suzanne Descoteaux  
Crystal Hacké                                                              |
| Monitoring                                      | TASK: Ensure the requirements of the Steering Committee are evidenced in the Final report | Ellen Oliver  
Don Fuchs  
Anne Westhues  
Jean-Pierre Deslauriers  
Suzanne Descoteaux  
Mac Saulis  
Alan Knowles                                                               |
<table>
<thead>
<tr>
<th>Committee</th>
<th>TASK</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Communications</td>
<td>TASK: Develop strategy for communication of the project throughout and at the final report.</td>
<td>Gail MacDougall</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Joyce Masselink</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Claude Snow</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ellen Oliver</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Paul Zarnke</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Crystal Haché</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Deborah Shaman (HRDC)</td>
</tr>
<tr>
<td>Last Mile of the Marathon</td>
<td>TASK: Spend the final 2 months reviewing the various documents until they are acceptable for publication</td>
<td>Anne Westhuys</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Deborah Shaman</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Crystal Haché</td>
</tr>
</tbody>
</table>
Appendix C

BIBLIOGRAPHY


Canadian Criminal Justice Association, Aboriginal Peoples and the Criminal Justice System. May 2000, Canada.


Forum of Labour Market Ministers. Agreement on Internal Trade: Guidelines for Meeting the Obligations of the Labour Mobility Chapter. Labour Mobility Coordinating Group. No date.


## Appendix D

### Grid of University Social Work Courses Offered in the Defined Demand Areas

<table>
<thead>
<tr>
<th>University</th>
<th>Program(s)</th>
<th>Poverty</th>
<th>Family Practice</th>
<th>Child Welfare</th>
<th>Racism</th>
<th>Cultural Sensitivity</th>
<th>Aboriginal Issues</th>
<th>Aging</th>
<th>Health</th>
<th>Mental Health</th>
<th>Substance Abuse</th>
<th>Social Policy</th>
<th>Youth Delinquency</th>
<th>Computer Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of British Columbia</td>
<td>BSW</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>527 E</td>
<td>541 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University College of the Caniço</td>
<td>BSW</td>
<td>477 E</td>
<td>376 E</td>
<td>476 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University College of the Fraser Valley</td>
<td>BSW</td>
<td>483 R</td>
<td>461 E</td>
<td>498 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Northern British Columbia</td>
<td>BSW</td>
<td>448 E</td>
<td>450 E</td>
<td>420 R</td>
<td>424 E</td>
<td>426 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Okanagan University College</td>
<td>BSW</td>
<td>477 E</td>
<td>476 E</td>
<td>476 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Victoria</td>
<td>BSW</td>
<td>477 E</td>
<td>475 E</td>
<td>476 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Calgary</td>
<td>BSW</td>
<td>371 R</td>
<td>549 E</td>
<td>535 E</td>
<td>525 E</td>
<td>529 E</td>
<td>525 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>657 E</td>
<td>608 E</td>
<td>608 E</td>
<td>615 E</td>
<td>625 E</td>
<td>615 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Key:** R = requires  E = elective  * data gathered from graduate calendars and internet sites in Fall 1999.
<table>
<thead>
<tr>
<th>University</th>
<th>Program(s)</th>
<th>Poverty</th>
<th>Family Practice</th>
<th>Child Welfare</th>
<th>Religion</th>
<th>Cultural Sensitivity</th>
<th>Aboriginal Issues</th>
<th>Aging</th>
<th>Health</th>
<th>Mental Health</th>
<th>Substance Abuse</th>
<th>Social Policy</th>
<th>Youth Delinquency</th>
<th>Computer Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saskatchewan Indian</td>
<td>BISW</td>
<td>437 E</td>
<td>414 E</td>
<td>352 R</td>
<td>405 E</td>
<td>416 E</td>
<td>403 E</td>
<td>412 E</td>
<td>417 E</td>
<td>465 E</td>
<td>469 E</td>
<td>HJ 300</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federated College</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Regina</td>
<td>BSW</td>
<td>415 E</td>
<td>437 E</td>
<td>418 E</td>
<td>352 R</td>
<td>416 E</td>
<td>403 E</td>
<td>412 E</td>
<td>177 E</td>
<td>466 E</td>
<td>469 E</td>
<td>829 E</td>
<td>131 R</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>414 E</td>
<td>414 E</td>
<td>419 E</td>
<td>389 R</td>
<td>470 E</td>
<td>417 E</td>
<td></td>
<td></td>
<td>829 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Manitoba</td>
<td>BSW</td>
<td>422 E</td>
<td>265 E</td>
<td>221 E</td>
<td>311 E</td>
<td>412 E</td>
<td>423 E</td>
<td>203 E</td>
<td>300 E</td>
<td>310 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>515 E</td>
<td>575 E</td>
<td>574 E</td>
<td>502 E</td>
<td>532 E</td>
<td>511 E</td>
<td>518 E</td>
<td>548 E</td>
<td>548 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carleton University</td>
<td>BSW</td>
<td>211 R</td>
<td>221 E</td>
<td>311 E</td>
<td>412 E</td>
<td>423 E</td>
<td>223 E</td>
<td>203 E</td>
<td>300 R</td>
<td>310 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>515 E</td>
<td>575 E</td>
<td>574 E</td>
<td>502 E</td>
<td>532 E</td>
<td>511 E</td>
<td>518 E</td>
<td>548 E</td>
<td>548 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>King's College</td>
<td>BSW</td>
<td>314 R</td>
<td>463 E</td>
<td>351 E</td>
<td>462 E</td>
<td>454 E</td>
<td>309 R</td>
<td></td>
<td></td>
<td>310 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(University of Western Ontario)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lakehead University</td>
<td>BSW</td>
<td>3639 E</td>
<td>3413 E</td>
<td>4610 E</td>
<td>5113 E</td>
<td>4311 E</td>
<td>4377 E</td>
<td>3415 E</td>
<td>400 E</td>
<td>4212 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>4639 E</td>
<td>4639 E</td>
<td>4610 E</td>
<td>5113 E</td>
<td>4311 E</td>
<td>4377 E</td>
<td>3415 E</td>
<td>4212 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laurentian University</td>
<td>BSW</td>
<td>3906 E</td>
<td>4428 E</td>
<td>3756 E</td>
<td>5086 E</td>
<td>4266 E</td>
<td>4446 E</td>
<td>5110 E</td>
<td>4286 E</td>
<td>3105 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>3906 E</td>
<td>4428 E</td>
<td>3756 E</td>
<td>5086 E</td>
<td>4266 E</td>
<td>4446 E</td>
<td>5110 E</td>
<td>4286 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>McMaster University</td>
<td>BSW</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>2BB3 E</td>
<td>2BB3 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>4023 E</td>
<td>2BB3 E</td>
<td>2BB3 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Université d'Ottawa</td>
<td>MSW</td>
<td>5531 E</td>
<td>6700 E</td>
<td>6700 E</td>
<td>6500 E</td>
<td>5531 E</td>
<td>5531 E</td>
<td>511 E</td>
<td>511 E</td>
<td>6500 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ryerson College</td>
<td>BSW</td>
<td>321 E</td>
<td>355 E</td>
<td>355 E</td>
<td>355 E</td>
<td>355 E</td>
<td>355 E</td>
<td>6705 E</td>
<td>6705 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(University of Waterloo)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ryerson Polytechnic University</td>
<td>BSW</td>
<td>922 E</td>
<td>490 E</td>
<td>490 E</td>
<td>490 E</td>
<td>490 E</td>
<td>490 E</td>
<td>910 E</td>
<td>910 E</td>
<td>925 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>4608 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of Toronto</td>
<td>MSW</td>
<td>4608 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td>4625 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PhD (same electives as MSW)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wilfrid Laurier University</td>
<td>BSW</td>
<td>695 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>695 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ph.D.</td>
<td>695 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td>625 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University</td>
<td>Program(s)</td>
<td>Poverty</td>
<td>Family Practice</td>
<td>Child Welfare</td>
<td>Racism</td>
<td>Cultural Sensitivity</td>
<td>Aboriginal Issues</td>
<td>Aging</td>
<td>Health</td>
<td>Mental Health</td>
<td>Substance Abuse</td>
<td>Social Policy</td>
<td>Youth Delinquency</td>
<td>Computer Technology</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>------------</td>
<td>---------</td>
<td>----------------</td>
<td>---------------</td>
<td>--------</td>
<td>----------------------</td>
<td>------------------</td>
<td>-------</td>
<td>--------</td>
<td>--------------</td>
<td>------------------</td>
<td>--------------</td>
<td>------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>University of Windsor</td>
<td>BSW</td>
<td>47-436 E</td>
<td>47-356 E</td>
<td>3650 R</td>
<td>3650 R</td>
<td>4270 E</td>
<td>4220 E</td>
<td>3010 E</td>
<td>4100 E</td>
<td>4460 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td>5942 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>York University</td>
<td>BSW</td>
<td>4230 E</td>
<td>4380 E</td>
<td>3050 R</td>
<td>3040 R</td>
<td>4270 E</td>
<td>4220 E</td>
<td>3020 E</td>
<td>4240 E</td>
<td>4010 E</td>
<td>4450 E</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Université Laval</td>
<td>BSW</td>
<td>11657 E</td>
<td>1430 E</td>
<td>14036 E</td>
<td>20317 E</td>
<td>17259 E</td>
<td>16648 E</td>
<td>11662 E</td>
<td>11876 E</td>
<td>11678 E</td>
<td>11834 E</td>
<td>20631 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>5942 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>PhD</td>
<td>64751 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>McGill University</td>
<td>BSW</td>
<td>341 R</td>
<td>451 E</td>
<td>456 E</td>
<td>483 E</td>
<td>400 E</td>
<td>402 E</td>
<td>482 E</td>
<td>668 E</td>
<td>458 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>472 E</td>
<td>611 E</td>
<td>664 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Joint</td>
<td>622 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ph.D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Université de Montréal</td>
<td>BSW</td>
<td>2376 E</td>
<td>3711 E</td>
<td>3744 E</td>
<td>3745 E</td>
<td>3732 E</td>
<td>1987 E</td>
<td>3742 E</td>
<td>1331 E</td>
<td>1395 E</td>
<td>3621 E</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>3711 E</td>
<td>6160 E</td>
<td>6062 E</td>
<td></td>
<td></td>
<td>6414 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Joint</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>6770 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ph.D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>6460 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UQ en Abitibi-Temiscamingue</td>
<td>BSW</td>
<td>106 R</td>
<td>3206 E</td>
<td>3206 E</td>
<td>1214 E</td>
<td>6765 E</td>
<td>5414 E</td>
<td>6770 E</td>
<td>6355 E</td>
<td>2201 R</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>3206 E</td>
<td>6160 E</td>
<td>6082 R</td>
<td></td>
<td></td>
<td>6414 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UQ à Chicoutimi</td>
<td>BSW</td>
<td>481 E</td>
<td></td>
<td></td>
<td>5712 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UQ à Hull</td>
<td>BSW</td>
<td>1173 E</td>
<td>4173 E</td>
<td>6015 E</td>
<td>6011 E</td>
<td>8014 E</td>
<td>6012 E</td>
<td>6012 E</td>
<td>6012 E</td>
<td>520 R</td>
<td>176 E</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>4173 E</td>
<td>6015 E</td>
<td>6013 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UQ à Montréal</td>
<td>BSW</td>
<td>2271 E</td>
<td>2220 E</td>
<td>2220 E</td>
<td>7365 E</td>
<td>2360 E</td>
<td>7220 E</td>
<td>2201 E</td>
<td>2201 E</td>
<td>2201 E</td>
<td>2201 E</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td>6012 E</td>
<td>6013 E</td>
<td></td>
<td></td>
<td>700 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Intervention</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>701 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Social</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>704 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Université de Sherbrooke</td>
<td>BSW</td>
<td>140 R</td>
<td>240 R</td>
<td>361 E</td>
<td>386 E</td>
<td>112 E</td>
<td>384 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td>243 E</td>
<td>741 E</td>
<td></td>
<td></td>
<td>385 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>742 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Université de Moncton</td>
<td>BSW</td>
<td>1203 R</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>2145 E</td>
<td>3721 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td>2133 E</td>
<td>2175 E</td>
<td>2153 E</td>
<td>3520 E</td>
<td>6432 E</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

APPENDIX B

287
<table>
<thead>
<tr>
<th>University</th>
<th>Program</th>
<th>Poverty</th>
<th>Family Practice</th>
<th>Child Welfare</th>
<th>Racism</th>
<th>Cultural Sensitivity</th>
<th>Aboriginal Issues</th>
<th>Aging</th>
<th>Health</th>
<th>Mental Health</th>
<th>Substance Abuse</th>
<th>Social Policy</th>
<th>Youth Delinquency</th>
<th>Computer Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Thomas University</td>
<td>BSW</td>
<td>3143 E</td>
<td>3723 E</td>
<td>3743 E</td>
<td>3743 E</td>
<td>3723 E</td>
<td>3843 E</td>
<td>3853 E</td>
<td>3863 E</td>
<td>3883 E</td>
<td>3323 E</td>
<td>4313 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dalhousie University</td>
<td>BSW</td>
<td>6365 E</td>
<td>3370 E</td>
<td>6001 R</td>
<td>3220 R</td>
<td>3220 E</td>
<td>4380 E</td>
<td>6345 E</td>
<td>6345 E</td>
<td>3270 E</td>
<td>3012 E</td>
<td>6380 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td>6340 E</td>
<td>6001 R</td>
<td>6001 R</td>
<td>3220 R</td>
<td>3220 E</td>
<td>4380 E</td>
<td>6345 E</td>
<td>6345 E</td>
<td>3270 E</td>
<td>3012 E</td>
<td>6380 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Memorial University of Newfoundland</td>
<td>BSW</td>
<td>5325 E</td>
<td>4614 E</td>
<td>5326 E</td>
<td>4615 E</td>
<td>4610 E</td>
<td>5613 E</td>
<td>4616 E</td>
<td>5613 E</td>
<td>4616 E</td>
<td>3511 E</td>
<td>5521 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MSW</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4610 E</td>
<td>4616 E</td>
<td>5000 E</td>
<td>9010 E</td>
<td>9020 E</td>
<td>3521 E</td>
<td>6510 E</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ph.D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4617 E</td>
<td>4616 E</td>
<td>5000 E</td>
<td>9010 E</td>
<td>9020 E</td>
<td>3521 E</td>
<td>6510 E</td>
<td>6530 E</td>
<td></td>
</tr>
</tbody>
</table>
Appendix E

Data Notes and Glossary: Selected Labour Market Terminology and Key Occupational and Industry Definitions

Much of the data collected, developed and analyzed for this study was drawn from Statistics Canada sources, especially the Census of Canada for 1986 with some comparison from the 1991 Census, the Labour Force Survey and from demographic and socio-economic sources maintained by Statistics Canada. Data was also drawn from administrative records maintained by HRDC. Each aspect of the data has been referenced in the study, usually with a brief description of the data item and its use in human resource analysis or planning.

Detailed Census definitions and discussion on data coverage are provided in Census reports by Statistics Canada and most of this information is also available on the Statistics Canada web site, http://www.statcan.ca/start.html. Comparison of concepts from different data series produced by Statistics Canada is also available on this website.

Information that has been presented in this report uses several measures of labour market activity. As a brief reminder the following gives simple definitions of the main measures:

Population 15 years of age and older is the total population considered as potentially of working age.

Labour Force refers to those persons who are either working (employed) or looking for work (unemployed).

Employment measures the number who are employed, or who are temporarily off work for reasons such as illness but who are attached to a job.

Unemployment measures the part of the labour force that is unemployed and looking for work.

Not in the labour force is a measure of those persons of working age who are not employed and not looking for work. This can include persons who are retired (the population numbers in this measure includes persons 65 years of age and older). It can also include persons who are not working and not looking for work due to long term illness (not attached to a job or employer), persons who are studying or those who are staying at home to care for children.

The Census provides complex data around labour market activity, since it not only measures the labour market status of individuals in the week of the Census but also looks at labour market activity in the previous year.
Census labour market activity measures include measures of work patterns in the previous year such as full time, full year, part-time and part year work. For the purposes of this sector study analysis has been on all workers (all patterns of work) and those working on a full-time, full-year basis.

**Employment earnings** measures from the Census refer to employment earnings achieved during the previous year from all jobs or means of employment. In this case the employment earnings reflect earnings throughout 1995. Best comparability of earnings is found when looking at persons working on a full-time, full year basis. Employment earnings may include periods of earnings from work other than the occupation reported as the primary occupation.

**Occupations** are those that the individual is working in at the time of the Census. For those who are unemployed the occupation is the primary one worked in over the previous year. Occupations are coded according to the 1991 SOC (Standard Occupational Classification), which is the same as the NOC (National Occupational Classification) for the social worker and social services occupations. NOC and NOC codes have been used because of greater detail in the occupation description than presented in the SOC and because of the wealth of other information developed for NOC codes for career counselling, such as Job Futures. The detailed NOC descriptions follow this glossary.

**Industries** are classified according to the 1980 SIC (Standard Industrial Classification) and for this study key industries of employment have been discussed at both the major group level or for selected detail. Further detail of SIC descriptions used in the report follow this glossary.

**Education** refers to the highest level of education that individuals reported that they had attained. Educational attainment or levels identify college certificate or diplomas, university qualifications from pre-bachelor’s diploma to bachelor’s and through to advanced degrees such as master’s or earned doctorates. To achieve sound data readings some of the measures include more than one category but the data clearly describes the major points that are recognized as substantive levels for education qualification.

**Field of Study (FOS)** describes the field that the education was obtained in. This Statistics Canada classification organizes data on fields of study into major groups such as social sciences, which includes social work as well as fields such as sociology and psychology and also reports on the more detailed fields. For this sector study field of study data elements include both the major group of social sciences and the specialized field of social work and social services. The field of study classification is common to both university programs and to college programs.

**NOC DESCRIPTIONS FOR SOCIAL WORKER AND SOCIAL SERVICE OCCUPATIONS**

Printed from the NOC Handbook, copyright Government of Canada.

**Managers in Social, Community and Correctional Services**

**NOC: 0314**

**Description**

This unit group includes managers who plan, organize, direct and control the programs and activities of social service and community agencies, correctional institutions, counselling departments, labour organizations, professional associations, political parties and non-governmental organizations involved with promoting social issues.
Duties

- Plan, organize, direct and control the delivery of social and community service programs such as income maintenance, children's aid and emergency housing services
- Manage the operations and activities of correctional facilities and detention centers
- Administer the programs of non-governmental organizations involved with social issues such as health care, human rights, consumer protection, international development and environmental protection
- Administer programs of membership organizations such as political parties, labour organizations, business and professional associations
- Establish administrative procedures to meet objectives set by board of directors or senior management
- Direct and advise professional and non-professional staff delivering services and programs to the general public and to the organization or association membership
- Plan, administer and control budgets for programs, equipment and support services
- Represent their respective organizations for the purpose of government liaison and media relations
- Participate in policy development by preparing reports and briefs for management committees and working groups
- Hire and provide training for professional and non-professional staff.

Requirements

Managers in social, community and correctional services usually require a master's degree in a social science or administrative discipline and several years of experience in a related occupation, such as a community and social service worker, social or health policy researcher, consultant or program officer, probation or parole officer, or social worker.

Managers of associations and membership organizations require extensive experience in a related occupation, trade or industry.

Additional Information

Progression to senior management positions in social, community and correctional services is possible with additional training and experience.

Classified Elsewhere

Government Managers in Health and Social Policy Development and Program Administration (0411)

Senior Managers - Health, Education, Social and Community Services and Membership Organizations (0014)

Extra Titles

trade association manager
detention centre director
area manager, family services
administrator, child welfare services
regional administrator, social services
correctional institution director
labour organization manager
director of correctional treatment and training
prison warden
director, community centre
volunteer services director
children's aid society director
social work director
environmental group director
social assistance director
income maintenance director
membership services manager
association director
political organization manager

Social Workers
NOC: 4152

Description
Social Workers treat social functioning difficulties, provide counselling, therapy and referral to other supportive social services, and evaluate child development and the adequacy of child care. They are employed by hospitals, school boards, social service agencies, welfare organizations and correctional facilities, and may also work in private practice.

Duties
- Interview clients individually, in families, or in groups, to assess their situation and problems and determine the types of services required
- Provide counsel and therapy to assist clients in developing skills to deal with and resolve their social and personal problems
- Plan programs of assistance for clients including referral to agencies that provide financial assistance, legal aid, housing, medical treatment and other services
- Investigate cases of child abuse or neglect and take authorized protective action when necessary
- Serve as members on interdisciplinary teams of professionals working with client groups
- Act as advocates for client groups in the community and lobby for solutions to problems directly affecting client groups
- Develop or advise on social policy, conduct social research, and assist in community development
- May supervise other social workers.

Requirements
A bachelor's degree in social work is required.

In Alberta, a master's degree in social work is required.

Supervised practical experience is usually required.

Successful completion of provincial written and/or oral examinations is usually required.

A provincial certificate of registration is required by Newfoundland, Prince Edward Island, New Brunswick, Quebec and Saskatchewan.

Membership in a provincial Association of Social Workers is usually required.

In Quebec, membership in the professional corporation for social workers is mandatory.
Classified Elsewhere
Community and Social Service Workers (4212)
Family, Marriage and Other Related Counsellors (4153)
Managers in Social, Community and Correctional Services (0314)
School and Guidance Counsellors (4143)

Extra Titles
social work supervisor
social worker
co-ordinator of social work
medical social worker
psychiatric social worker

Probation and Parole Officers and Related Occupations
NOC: 4155

Description
Probation officers monitor the conduct and behaviour of criminal offenders serving probation terms. Parole officers monitor the reintegration of criminal offenders serving the remainder of sentences while conditionally released into the community on parole. Classification officers assess inmates and develop rehabilitation programs for criminal offenders who are incarcerated in correctional facilities. They are employed by federal and provincial governments and work in the community and in correctional facilities.

Duties
- Interview offenders to prepare pre-sentence reports and assess offenders' prospects for successful reintegration into the community.
- Plan rehabilitation programs with offenders, establishing rules of conduct, goals and objectives.
- Refer offenders to community and social service programs, as required.
- Supervise the terms of a probation order.
- Interview probationers and parolees regularly to evaluate their progress in accomplishing goals and maintaining the terms specified in their probation contracts and rehabilitation plans.
- Recommend remedial action or initiate court action when there is a wilful failure to comply with terms of probation or parole.
- Interview inmates to assess adjustment problems and develop suitable rehabilitation programs.
- Prepare classification reports recommending type of incarceration and types of interventions considered most beneficial for the rehabilitation of the inmates.
- Plan rehabilitation programs with offenders, identifying needs and setting out goals and objectives.
- Liaise with the inmates' families and contacts in the community to maintain established bonds outside of the institution.
- Advise and counsel inmates regarding their problems and evaluate their progress.
Requirements
A bachelor's degree in social work, criminology, psychology or other related social science discipline is required.

A master's degree in social work, criminology, psychology or other related social science discipline may be required.

For parole officers, several years of experience as a correctional officer and successful completion of a university equivalency test may substitute for formal education requirements.

Additional Information
Progression to correctional service management positions is possible with additional training or experience.

Classified Elsewhere
Community and Social Service Workers (4212)
Correctional Service Officers (6462)
Social Workers (4152)
Correctional services managers (in 0314 Managers in Social, Community and Correctional Services)

Extra Titles
youth worker, corrections
institution case management officer
parole officer
probation officer
classification officer, correctional institution
case manager, corrections

Family, Marriage and Other Related Counsellors
NOC: 4153

Description
Family, Marriage and Other Related Counsellors assist individuals and groups of clients to identify, understand and overcome personal problems and achieve personal objectives. They are employed by social service agencies and hospitals, or may work in private practice.

Duties
- Interview clients, prepare case histories and assess problems
- Develop and implement counselling and intervention programs to assist clients in determining goals and means of attaining them
- Counsel clients and provide therapy
- Evaluate the effectiveness of counselling programs and clients' progress in resolving identified problems and movement towards defined objectives
- Follow up results of counselling programs and clients' adjustments
- May supervise other counsellors, social service staff and assistants
- May provide public education and consultation to other professionals or groups regarding counselling services, issues and methods.
Requirements
A master's degree in counselling or a related discipline is required.

Additional Information
Counsellors usually become specialized in a particular area through training and experience.
Progression to social service management positions is possible with additional training and experience.

Classified Elsewhere
Employment Counsellors (4213)
Managers in Social, Community and Correctional Services (0314)
School and Guidance Counsellors (4143)
Social Workers (4152)

Extra Titles
bereavement counsellor
family counsellor
vocational rehabilitation counsellor
sex therapist
addictions counsellor
youth counsellor
marriage counsellor
rehabilitation counsellor

Community and Social Service Workers
NOC: 4212

Description
Community and Social Service Workers administer and implement a variety of social assistance programs and community services, and assist clients to deal with personal and social problems. They are employed by social service and government agencies, group homes, correctional facilities and other establishments.

Duties
- Interview clients to obtain case history and background information
- Prepare intake reports
- Assess and investigate eligibility for social benefits
- Meet with clients to assess their progress, give support and discuss any difficulties or problems
- Refer clients to other social services
- Advise and aid recipients of social assistance and pensions
- Counsel and provide assistance to clients living in group homes and half-way houses and supervise their activities
- Provide crisis intervention and emergency shelter services
- Implement life skills workshops, substance abuse treatment programs, youth services programs and other community and social service programs under the supervision of social workers or health care professionals
- Assist in evaluating the effectiveness of treatment programs by tracking clients’ behavioural changes and responses to interventions
- Maintain contact with other social service agencies involved with clients to provide information and obtain feedback on clients’ overall progress.

Requirements
- Completion of a college or university program in social work, counselling or other social science discipline is usually required.
- Previous work experience in a social service environment as a volunteer or in a support capacity may substitute for formal education requirements for some occupations in this unit group.

Additional Information
Progression to professional occupations in social services, such as family and marriage counsellors, social workers, and probation and parole officers, is possible with additional training and/or experience.

Classified Elsewhere
Employment Counsellors (4213)
Family, Marriage and Other Related Counsellors (4153)
Managers in Social, Community, and Correctional Services (0314)
Probation and Parole Officers and Related Occupations (4155)
Program Leaders and Instructors in Recreation and Sport (5254)
School and Guidance Counsellors (4143)
Social Workers (4152)
1980 SIC DESCRIPTIONS

Extracted from the Statistics Canada 1980 Standard Industrial Classification on the Statistics Canada website, http://www.statcan.ca/start.html, for industry groups to describe data series acquired from Statistics Canada for the conduct of this study. This information is copyrighted to Statistics Canada.

The government sector was referred to as a whole for the study. Because of the concentration of social services in departments and ministries and the commonality of functions it was felt appropriate to refer to this as government employment in social work and social services programming. This use of data for the entire government sector was also to reduce data costs when acquiring additional data series.

A more detailed approach to data extraction, compilation and analysis was taken when looking at social worker and social services occupations in the Health and Social Services Sector. The analysis was undertaken for selected 3 digit SIC industry categories. Tables generally also include data for the entire sector as well. The 3 digit SIC is the most detailed level that Census data can be obtained for. Additional detail of the industry classification is provided in this glossary so as to provide a full understanding of inclusions in the various 3 digit categories.

The following provides details on the industries and types of organizations that are found within these industry sectors.

**Division N: Government Service Industries**

Many government establishments engage in activities which are also carried out by non-government establishments and as a consequence such government establishments are classified to the same industrial category as their non-government counterparts. There remain however, three types of government establishments engaged in activities which are not found in the non-government universe and which are therefore, identified as providing Government Services. These are:

a) establishments engaged in activities of a purely governmental nature—national defence, public order and safety, immigration services, foreign affairs and international assistance, and general services which cover government activities (e.g. legislatures, taxation, etc.);

b) establishments which direct, support, control and otherwise administer activities carried on largely, but by no means exclusively, by non-government establishments. These activities can be grouped into those which relate to the maintenance and development of human resources and those whose primary concern is with economic development;

c) establishments such as small municipalities which may engage in a wide range of government and non-government activities but whose size precludes the possibility of producing principal statistics for each of these activities.

**Division P: Health and Social Service Industries. Also classed as Major Group 86**

Establishments primarily engaged in operating institutional and non-institutional health and social service facilities, including offices of health and social service practitioners medical and other health laboratories health and social service associations and agencies.
Industry Group 861 Hospitals

Establishments primarily engaged in accommodating patients on the basis of medical need and providing them with continuing medical care and supporting diagnostic and therapeutic services.

8611 General Hospitals
Establishments primarily engaged in providing for the diagnosis and short-term treatment of patients for a wide range of diseases and injuries. The services of a general hospital are not restricted to a specific age group or sex.

8612 Rehabilitation Hospitals
Establishments primarily engaged in providing for the continuing assessment and treatment of patients with potential for recovery whose condition is expected to improve significantly through the provision of physical medicine and other rehabilitative services.

8613 Extended Care Hospitals
Establishments primarily engaged in providing for the continuing treatment and care of patients with long term illness or with low potential for recovery and who require regular medical assessment and continuing nursing care.

8614 Mental (Psychiatric) Hospitals
Establishments primarily engaged in providing for the diagnosis and treatment of patients for a wide range of psychiatric conditions. The services of a mental (psychiatric) hospital are not limited to a specific age-group or sex and are provided on a short term and/or extended care basis.

8615 Addiction Hospitals
Establishments primarily engaged in providing for specialized treatment of patients suffering from alcoholism or drug addiction.

8616 Nursing Stations and Outpost Hospitals
Establishments primarily engaged in providing for a limited range of diagnostic and therapeutic services to patients under observation or awaiting transfer from outlying communities to another health care institution.

8617 Children's (Pediatric) Hospitals
Establishments primarily engaged in providing for the diagnosis and treatment of children for a wide range of diseases or injuries. The services of a paediatric hospital are restricted to children from newborns to an upper limit established by each institution.

8619 Other Specialty Hospitals
Establishments primarily engaged in providing for the diagnosis and short-term treatment of patients for a limited range of diseases or injuries, or a broad range of services to a specific age group or sex.

Industry Group 862 Other Institutional Health and Social Services
Establishments primarily engaged in providing institutional health and social services excluding hospitals. Included are establishments offering nursing care to in-patients as well as
homes basically offering custodial or domiciliary care to the aged, handicapped, addicted and needy. “Nursing homes” are classified in 8621--Homes for Personal and Nursing Care.

_8621 Homes for Personal and Nursing Care_

Establishments primarily engaged in providing personal care on a continuing basis, with medical and professional supervision and provision for meeting psycho-social needs of residents with relatively stabilized chronic disease or functional disability and who cannot properly care for themselves.

_8622 Homes for Physically Handicapped and/or Disabled_

Establishments primarily engaged in providing for the care of residents who are ambulant, such as the blind, who have decreased physical capacity and who require supervision and assistance with activities of daily living and provision for meeting psycho-social needs through social and recreational services.

_8623 Homes for Mentally Retarded_

Establishments primarily engaged in providing for the care, treatment and training of mentally retarded persons.

_8624 Homes for Mentally Handicapped and/or Disabled_

Establishments primarily engaged in providing for the continuing care and treatment of mentally handicapped and disabled persons. Normally this does not include any training of the people receiving this custodial care.

_8625 Homes for Emotionally Disturbed Children_

Establishments primarily engaged in providing for the continuing assessment and care of children with behavioural disorders.

_8626 Homes for Alcohol/Drug Addicts_

Establishments primarily engaged in providing for the assessment, treatment and care of persons suffering from alcoholism or drug addiction.

_8627 Homes for Children in Need of Protection_

Establishments primarily engaged in providing for the care and treatment of children and young adults whose need of protection has caused them to become wards of child welfare authorities.

_8628 Homes for Single Mothers_

Establishments primarily engaged in providing for the care, guidance and counselling of single mothers for a period prior to and after delivery.

_8629 Other Institutional Health and Social Services n.e.c._

Establishments primarily engaged in providing for residential health and social services not elsewhere classified. The services are more or less restricted to room and board.

_Industry Group 863 Non-Institutional Health Services_

Establishments primarily engaged in providing diagnostic and therapeutic services to persons not requiring institutional care, in facilities designed, staffed and equipped for such purposes.

_8631 Ambulance Services_

Establishments primarily engaged in using vehicles specifically designed, staffed and equipped for transporting ill and injured persons.
8632 Drug Addiction and Alcoholism Treatment Clinics
Establishments primarily engaged in providing out-patient treatment for persons suffering from alcoholism or drug addiction.

8633 Health Rehabilitation Clinics
Establishments primarily engaged in providing continuing assessment and rehabilitative treatment of non-institutional patients whose physical or mental condition is expected to improve.

8634 Home Care Services (Including Home Nursing)
Establishments primarily engaged in providing health services to patients in the patients' homes. Nurses who work on their own account and who may utilize a nurses' registry are classified to 8662-Offices of Nurses, Registered and physiotherapists who work on their own account are classified in 8665-Offices of Physiotherapists/Occupational Therapists.

8635 Public Health Clinics/Community Health Centers
Establishments primarily engaged in providing health services on an out-patient basis in local communities such as health education, immunization, primary diagnosis, treatment and prevention of specific disorders or towards providing broad spectrum diagnostic facilities either with treatment or referral for future treatment. Within community health centers a wide range of services including counselling, medical, dental and mental health care may be provided.

8639 Other Non-Institutional Health Services
Establishments primarily engaged in providing non-institutional health services not elsewhere classified.

Industry Group 864 Non-Institutional Social Services
Establishments primarily engaged in providing social services to ensure the well-being of individuals and families living at home, through the provision of help or support in carrying out activities of daily living.

8641 Child Day-Care and Nursery School Services
Establishments primarily engaged in providing services to meet the physical, social, cultural, emotional or intellectual needs of children, usually of pre-school age but they may also provide for disabled children or for pupils outside of school hours.

8642 Child Welfare Services
Establishments primarily engaged in providing services to protect, aid and support children by strengthening, supporting, supplementing and restoring the parents' capacity to meet the needs of their children or by providing alternative care and services. Establishments primarily engaged in providing adoption services are included in this industry. Establishments primarily engaged in operating homes for children in need of protection are classified in 8627-Homes for Children in Need of Protection.

8643 Family Planning Services
Establishments primarily engaged in providing information and counselling services which enable persons to make freely informed choices and the means by which they may regulate the number of children they wish to have.
8644 Sheltered Workshops
Establishments primarily engaged in providing training and employment to mentally and physically handicapped people in a sheltered environment.

8645 Home-Maker Services
Establishments primarily engaged in providing physical care and emotional support and in carrying out daily household activities such as cleaning, meal preparation, laundering, shopping, care of children, etc., to create or preserve a wholesome environment within the homes of clients who are incapacitated or cannot cope. Establishments primarily engaged in employing cooks, maids, butlers and gardeners are classified in 9741 - Private Households.

8646 Meal Services (Non-Commercial)
Establishments primarily engaged in assisting persons to live in their own homes through providing nutritious meals either by delivery to the client’s home or in facilities to which the client comes.

8647 Social Rehabilitation Services
Establishments primarily engaged in providing services to reduce or remove, to the fullest extent possible, the effects of an impairment which substantially limits a person’s ability to obtain or maintain employment, or to undertake the normal activities of daily living in the community.

8648 Crisis Intervention
Establishments primarily engaged in providing short-term, immediate aid in emergency situations to persons in distress and putting them in contact with community services.

8649 Other Non-Institutional Social Services
Establishments primarily engaged in providing services, not elsewhere classified, to help individuals in society.

Industry Group 867 Offices of Social Services Practitioners
Establishments of registered social service practitioners in private practice primarily engaged in providing treatment for mental disorders and/or providing individual, family and group guidance and counselling services to help them understand and resolve their personal and social problems. Included here are offices of psychologists, social workers and other social service practitioners authorized to practice by appropriate provincial legislation or a related association.

8671 Offices of Psychologists
Establishments of registered psychologists in private practice primarily engaged in providing treatment and individual and group guidance and counselling services in schools, clinics, rehabilitation centers and industry. The practitioners of these establishments also assist individuals in achieving more effective personal, social, educational and vocational development and adjustment.

8672 Offices of Social Workers
Establishments of registered social workers in private practice primarily engaged in providing professional counselling to individuals, families or groups to help them understand and resolve their personal and social problems.
8679 Offices of Other Social Service Practitioners
Establishments of social service practitioners in private practice primarily engaged in providing counselling and guidance treatment not elsewhere classified.

Industry Group 869 Health and Social Service Associations and Agencies
Establishments supported by grants and donations and primarily engaged in promoting health and social service through educational programmes, the investigation of health hazards, setting of health standards, advances in the social well-being of the Canadian public, etc.

8691 Health Care and Public Safety Promotion Associations and Agencies
Establishments primarily engaged in improving the health and advancing the safety of the public at large by making recommendations to improve health and achieve greater safety by conducting educational campaigns concerned with health and safety, calling for changes in legislation affecting health and safety and by making provisions for disaster relief, etc.

8692 Health Care Standards Agencies
Establishments primarily engaged in the setting of health care standards either as voluntary or as legal requirements. While some membership controlled associations that register members as part of an occupational group may carry out activities in the public interest, these establishments are classified in 9831 - Professional Health and Social Service Membership Associations.

8693 Health Care Research Agencies
Establishments primarily engaged in conducting research into illness, treatment, the delivery of health care and investigating environmental and other health hazards.

8694 Social Service Planning and Advocacy Agencies
Establishments primarily engaged in improving the welfare of the Canadian public and specific, disadvantaged groups through community-based planning, social policy, research and advocacy.

8699 Other Health and Social Service Associations and Agencies
Establishments primarily engaged in promoting the improvement of health and the advancement of safety or welfare conditions by means of services not elsewhere classified.
Appendix F

THE RESEARCH TEAM MEMBERS

This study was conducted in partnership by Grant Thornton LLP and CS/RESORS Consulting Ltd. As the prime contractor, Grant Thornton LLP provided executive leadership, a project co-ordinator, and research associates. CS/RESORS provided a team leader, authorship of the Canada-wide report, and research associates.

Research Team Members (in alphabetical order):

- Bernie Berger, Research Associate
- David Berger, Grant Thornton LLP, Engagement Leader
- Christine Brown, Research Associate
- Belinda Chopping, Grant Thornton LLP, Project Co-ordinator
- Carol Dechampes, Research Associate
- Ruth Emery, CS/RESORS, Author, Labour Market Segments of Canada-Wide Report
- Sidney Fiddler, Saskatchewan Indian Federated College, Project Co-ordinator and Author, Aboriginal Report
- Usha George, Faculty of Social Work, University of Toronto, Multicultural Research Leader
- Jacques Gilbert, Raymond Chabot Grant Thornton, Module C Leader
- Deborah Gillis, Grant Thornton LLP, Strategic Directions Leader
- Jean-Claude Michaud, Co-author, Quebec Report
- Marli Ramsay, Grant Thornton LLP, Project Director
- Elizabeth Robinson, CS/RESORS, Research Associate
- Gilles Rondeau, Université de Montréal, Project Coordinator and co-author, Quebec Report
- Marylee Stephenson, CS/RESORS Company Team Leader, Report Coordinator and Author, Canada-wide Report
- Rubin Todres, Faculty of Social Work, University of Toronto, Module B Leader
- Chris Walker, Grant Thornton LLP, Project Director
- Gail Walker, President, EDUCON Marketing and Research, Survey Services Leader

The research team would like to thank the Steering Committee for its careful consideration of all research issues and for its ongoing contribution to the research process. We also thank the staff in the sector Partnerships Initiative Program of Human Resources Development Canada, and Crystal Haché, who worked on behalf of the Canadian Association of Schools of Social Work to facilitate the efforts of all parties to the sector study.