first reading

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Not Working

Who isn't working? Well, we certainly have been informed of late that people on social assistance aren't. One would think by the way in which this "news" has been delivered that we were supposed to be shocked by it. "What, you mean to tell me that those people on welfare aren't working?!" I don't think many of us have been surprised by this information; how could we be.

Now, however, we are being asked to not only acknowledge the obvious, but accept that for some reason people on social assistance should be punished for not working -- as if social assistance recipients do not often already feel punished just by being trapped where they are. Now those single people on welfare considered to be employable have had their benefits reduced. In addition, both they and other recipients of social assistance await the details of the provincial government's proposed "work for welfare" or "workfare" scheme. One of the articles in this edition of FIRST READING takes a look at the workfare concept as it has previously been seen in Alberta and elsewhere. The schemes described provide some warnings and guidance with regard to what has and has not worked, and what pitfalls must be avoided if such a scheme is to have any positive benefits in Alberta.

Who else isn't working? Well, usually young people aren't. The unemployment rates among youth are consistently higher than those found in other age groups. The rates do, of course, dip slightly when all of those summer employment programs come on stream. "Step right up, we've got a good one here, $3.80 an hour and starts tomorrow; you don't take it somebody else will!" The feature article this month looks at some early findings of a comprehensive study into youth unemployment and underemployment in Canada.

Also this month, an article which discusses the role the human services professional has (or has not) played and should be playing in dealing with the human costs of chronic unemployment.

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The summer edition of FIRST READING will provide an update on some of the issues which have been mentioned in these pages over the past year or more.

Youth Employment and Underemployment in Canada

Harvey Krahn

Unemployment rates in Canada have varied dramatically over the course of this century. Although information from earlier decades is not as reliable as contemporary estimates, we find that the national unemployment rates varied between 4% and 9% during the 1920s, averaging around 5.5%. The 1930s witnessed an average of about 18% unemployment, with the highest rates (around 27%) in 1932 and 1933 during the height of the Depression. The war years of the 1940s and the two decades following saw a significant reversal in the pattern. An expanding economy brought unemployment rates down to around 5%, but since the 1970s, the rates have never again been that low. By the early 1980s, national unemployment rates had reached 10% and they continued to rise, peaking in 1983 at 11.9%. Since then, central Canada has experienced an economic upturn and a reduction in its unemployment rates. This, in turn, has had some effect on the national rates which averaged 9.6% in 1986. This drop has been an important one, but it still represents over 1.2 million unemployed Canadians and some very high rates of joblessness in both eastern and western Canada.

Unemployment rates among young people have always followed the general pattern, but at a level somewhat higher than average. When the overall rates approached 12% in 1983, Canada's youth unemployment rates peaked at 19.9%. In the several years since, the youth rates have dropped along with the adult rates.

There are some important variations in the probability of unemployment within the broad "youth" category, defined as ages 15 to 24. In 1986, the male youth unemployment rate was higher than the female rate (16.5% versus 13.8%), probably due to the larger number of young women working part-time. As we might expect, teenager labour force participants are more likely to be unemployed than those aged 20 to 24 (16.8% versus 14.3%). Much of this difference is due to the fact that older youth are are likely to have obtained some higher education which is, itself, strongly related to the likelihood of being unemployed. Hence, university graduates are least likely to be unemployed, while high school dropouts have the highest chance of failing to find a job.

There are two essential prerequisites for youth to become fully integrated and contributing members of our society. First, they must find work consistent with their educational attainment. Without stable employment, young people are deprived of an income and the ability to support themselves. They also lack a source of occupational identity, a vital component of self-esteem in our society. Research documenting the negative effects of unemployment on the mental health of youth underscores this proposition. The second prerequisite involves establishing personal independence from one's parents, both financially and socially. Finding satisfactory work is an integral part of this process. So too is being able to live on one's own and having the resources necessary to marry and raise a family, if one would so choose. Hence, youth unemployment, particularly among those beyond the teen-age years, has long been considered a problem.

A Change in Numbers and Attention

Youth unemployment first entered the public consciousness in a significant way when the rates doubled between 1973 (9.7%) and 1983 (19.9%). The fact that among those actively seeking work one in five Canadians between the ages of 15 and 24 was unable to find a job, suddenly became both a public and a political issue. By 1986, however, the youth unemployment rate had dropped to 15.2%. Some of this turnaround is due to the more buoyant economic climate in central Canada. Among the less positive explanations is the fact that youth may be more likely to withdraw from the labour force when jobs are difficult to find. Those not actively seeking work are not counted among the unemployed. We may also be witnessing a rational response to unemployment by

larger numbers of Canadian youth - they may be choosing to spend a longer time in school. The decline in youth unemployment is also partially attributable to continuing demographic changes in Canadian society. The decade in which youth unemployment rates rose most rapidly was a time when the large cohort of children born in the baby boom of the 1950s and 1960s began to enter the labour market. This trend has begun to slow down, resulting in less demand on the labour market from the young.

Whatever the reasons, the recent decline in youth unemployment rates appears to have encouraged politicians and the media to turn their attention to other concerns. For example, both the Ontario and federal governments have begun public discussions on the quality of high school education and the problem of large numbers of drop-outs from the system. These are obviously legitimate concerns. But it is important to note that they are not directed at issues of job creation and industrial strategy. Rather, they are initiatives aimed at improving the skills of those who would fill jobs, if the jobs were available.

This shift of attention may be premature. While 15% youth unemployment rates are clearly better than 20%, they are still very high and there is little in the demographic and business projections to convince us that they will drop a great deal further. In fact, most economists predict that the overall national unemployment rates will remain around 10% for a number of years. These predictions are based on a recognition of some significant changes in the Canadian economy. The recession of the early 1980s led to job losses which may never be reversed. Introduction of labour-saving technologies, the movement of some industry overseas where labour costs are cheaper and attempts to simply run "leaner" organizations have all contributed to permanent changes in the Canadian labour market. Hence, a shrinking problem of youth unemployment may resurface as a dilemma of young adult unemployment.

The disappearance of many unskilled jobs, which traditionally served as an entry point into the labour market, may also be making the initial transition from school to work more difficult. Furthermore, part-time jobs have been growing at a much faster rate than have full-time jobs. It remains to be seen whether low-skill, part-time jobs will be satisfactory springboards from which youth can begin their adult working lives. In short, the problem of youth unemployment is not yet behind us. And given some of the changes we are seeing in the Canadian economy, we should probably redirect our attention to the problems of both "youth unemployment and underemployment."

The Causes and Consequences

Our knowledge of the causes and consequences of youth unemployment and underemployment is growing, but still far from complete. We do have some understanding of why young people, particularly the youngest and least educated, may experience difficulties in obtaining satisfactory employment. For example, many jobs are simply not open to those without the necessary educational credentials or appropriate training. In addition, in times of high unemployment, employers can choose from among many applicants and will typically prefer those with the most experience. In a 1983 study of unemployed youth in Edmonton, by far the most frequent answer to a question about why young people have trouble finding work was "lack of experience." A 1986 study of over 300 Ontario nongovernment employers provides some support for this perception among youth: 20% of the employers questioned identified lack of education and training as the most important cause of youth unemployment. However, 21% blamed the poor work attitudes of youth, and 19% blamed overly generous welfare and unemployment insurance schemes, suggesting that stereotypes about the behaviour of young workers may also be working against them.

Researchers in Britain, Australia and the U.S.A. have provided evidence that the experience of unemployment can have serious effects on the self-esteem and mental health of youth. Depression, apathy and withdrawal from society are all potential outcomes of prolonged joblessness. For some unemployed youth, self-blame intensifies the problem. The dependence on parents, which joblessness can prolong, can lead to increased conflict with family members. Some researchers have also argued that unemployment increases the

likelihood of alcohol and drug abuse and of criminal activity, although the evidence here is much less conclusive.

We know less about the nature of "underemployment" among youth. However, it is apparent that hiring young workers on a part-time basis is a very useful strategy for many employers in the retail and service sectors. Young workers still living at home can survive on low incomes and may, in some cases, even prefer part-time over full-time employment. From the employers' standpoint, such a hiring strategy allows considerable flexibility in staffing. It is also less costly, in terms of hourly wage rates and because part-time workers seldom receive fringe benefits. But what happens when young people, particularly those with advanced educations, are forced to rely on poorly paid, low-skill part-time jobs when they really want to work full-time, begin a career and establish their independence as adults? There is virtually no research on the consequences of involuntary part-time employment. Similarly, we know very little about the effects of underemployment on well-educated youth. Some observers have predicted that such youth will become more politcally radical, but the evidence is very limited.

The Canadian Experience Studied

The extent of the youth unemployment situation in Canada, and the large number of unanswered questions about the cause and consequences of unemployment and underemployment (only a few of which have been highlighted here), influenced a number of Canadian researchers to begin the Canadian Youth Employment and Unemployment Study. Edmonton, Toronto and Sudbury, three cities with distinctly different labour markets, were chosen as study sites. In each city, a sample of graduating high school students and another sample of graduating university students completed a first questionnaire in May of 1985. These young people were asked questions about their family background, their education and work experiences to that point, and their career plans. In addition, questions about work values, political attitudes and family relationships, and a wide variety of other concerns were included. About 3600 Canadian youth participated in this first phase of the study, including 983 high school graduates and 628 university graduates in Edmonton. In the spring of 1986, a total of 2289 of the original respondents completed a second questionnaire. This group is currently (May 1987) being recontacted in order to collect a third wave of data. If additional funding is obtained, the study will be extended for another two years.

The design of the study allows comparisons of the experiences and attitudes of youth before they leave school with their behaviours and attitudes a year or several years after labour market entry. Only with such a method can we choose, for example, between arguments which say that apathy is a consequence of unemployment and others which insist that deficient work values are the reason young people fail to find work. Similarly, an over-time design can provide answers to the competing questions of whether teenagers engaging in deviant behaviour while in school are less likely to find employment, or whether difficulty in finding work leads to more deviant behaviour. The research design also provides for comparisons of the labour market experiences of young people with high school education and those with a university education. Since a large proportion of the high school sample have continued on to university or other forms of post-secondary education, a "control group" of youth who have not yet entered the labour market is built into the design. Finally, the choice of the three cities provides comparisons of work opportunities in a large metropolitan area with low unemployment rates (Toronto), a large city with high unemployment rates (Edmonton), and a single industry community with unusually high unemployment rates (Sudbury).

Some Early Results

Since this is an over-time study, final results and answers to the many questions which instigated it are still several years away. However, a sampling of some of the interim findings may be of interest. "Year 1" results showed a very large proportion of high school students (over 70%), and about one-half of the university students, working while attending school. Most of the high schools students were working part-time in low-skill, low-status jobs,

while university students were more likely to be employed in jobs that might become careers. This high level of work activity while still in school certainly threatens the stereotype of young people as not highly motivated. Answers to specific questions about work values confirm this impression. For example, only a very small minority of students agreed that they would go on welfare before taking a job they didn't like.

When asked about future work and education plans, over three-quarters of the high school graduates and about one-third of the university graduates said they planned to continue their education in the fall of 1985. "Year 2" results generally confirmed these plans. A majority of the high school graduates in each city returned to school, including significant numbers who went back for another year of high school in order to improve their grades. Over 40% of the university graduates continued their education, supporting the hypothesis that a shortage of jobs encourages youth to stay longer in school. When asked why they planned to return to school, a large majority stressed improved career opportunities, or education for its own sake. These results challenge the assumption that many young people are staying in school simply to pass the time until the labour market improves. Instead, they appear to be using the time and the opportunity to improve their job-related skills.

Initial analyses of the Year 2 returns also show that among those who had not returned to school full-time about one-third had experienced unemployment at some point in the previous year. The average length of unemployment for this sub-group was about 13 weeks. Part-time employment was very common, with some individuals holding down several part-time jobs in order to make a living. Most of the high school graduates who had gone directly into the labour force were employed in the clerical, sales and service sectors, while those with a university degree were considerably more likely to have found jobs with additional career potential.

As yet, these findings only begin to address the many questions about youth unemployment and underemployment in Canada. But, as additional data analyses from this continuing study become available, more conclusive answers can be expected.

Harvey Krahn is an Assistant Professor in the Department of Sociology at The University of Alberta. He is also a member of the Board of Directors of the Edmonton Social Planning Council.

The Canadian Youth Employment and Unemployment Study is being coordinated through the Population Research Laboratory at the University of Alberta under the direction of Drs. T. Hartnagel, H. Krahn, and G. Lowe of the Department of Sociology. In Toronto, Dr. L. Johnson of the Social Planning Council of Metropolitan Toronto and Dr. J. Tanner of the University of Toronto are involved, while Drs. J. Lewko and G. Tesson of Laurentian University are the Sudbury members of the research team. Funding for the study to this point has been received from Alberta Employment and Career Development, the cities of Edmonton and Toronto, the University of Alberta and Laurentian University, Solicitor General Canada, and the Social Science and Humanities Research Council of Canada.

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The Human Services Professional and the Unemployed

Peter Faid

Until a few years ago most of us shared a certain complacency about the risk of unemployment. Yes, we knew that the risks were higher in certain occupations and in some regions of the country, but by and large we didn't feel that we or our families were personally threatened. Even if we have now felt the harsh realities of unemployment, we still tend to view it as we do Alberta's winter weather - it's a significant inconvenience but there isn't much that any of us can do about it. Our resignation largely comes from the fact that we have been encouraged to believe that unemployment is simply an economic phenomena and that with a little gentle massage of the economy, with another round of tax concessions to major companies, we will see the gradual return of a healthy economy. There is also no doubt that we still cling to the idea that unemployment is essentially a manifestation of individual shortcomings - the jobless are either quite unemployable or they just don't really want to work.

Although we often reassure ourselves that there is a comprehensive safety net of unemployment insurance and welfare to relieve the worst of the financial hardships of the unemployed, there is little doubt that it is the rising levels of unemployment which have been the direct cause of the alarming increase in family poverty in Alberta over the past five years. The financial hardship which accompanies unemployment is clearly the major source of distress for the unemployed and their families. However, it must be remembered that work is among the most pervasive of human activities. Consequently, besides the loss of a paycheque, unemployment can bring with it the abandonment of ambition and purpose, the destruction of self-worth and accomplishment, the loss of social participation and contribution and the destruction of one's self and family image. Work is therefore the critical link between the family and the larger system. While we may be spending a lot of effort in strengthening family life, we have often failed to appreciate the connection between occupational status, job satisfaction and family stability. The evidence is now quite convincing that decent employment opportunities and adequate incomes are necessary preconditions for achieving family stability.

Personal and Family Damage

Not surprisingly, the ability to cope with the psychological stress and the mitigating circumstances of joblessness will vary from one individual, or one family, to another. However, generally speaking the more prolonged the period of unemployment, the more damaging are the effects on the well-being of all concerned. It has also been demonstrated that the degree of stress experienced by a family where the male bread winner is looking for work will depend very much upon the particular stage of the family cycle that they happen to be in. For example, a young family is much more likely to be less stable economically and perhaps more fragile in terms of relationships. As a result, the stress brought on by a prolonged period of unemployment can lead to the total collapse of a once stable family unit. However, the most critical mediating factor in coping with unemployment is the extent to which an unemployed person's needs for affection, esteem and approval are met through a social support network of family and friends.

As rejection letter follows rejection letter the hope becomes weaker, a sense of futility sets in and a disequalibrium appears in the family relationships. The management of the family's financial resources becomes more problematic and every expenditure becomes a major decision and a potential source of conflict. The wife begins to look for work which fosters feelings of inadequacy in the husband because he senses that he has

failed to fulfill his central duty in life - to be the family provider. A husband's sense of demoralization may be increased if his wife manages to find a job, and new prestige, and soon he begins to project his problems onto his children and his wife. If none of the family members are working again within the next few months, domestic conflict can be intensified, with pressure from creditors, the loss of friends and a growing sense of personal failure. With the right intervention and consistent support from family members there can be a readjustment within a family and the gradual acceptance of new standards. Without this adjustment physical and mental health problems begin to appear; tension, sleeplessness, depression and irritability.

It is here that frequently the human service professional - a doctor, a psychologist, a social worker - is brought face to face with the stark reality of unemployment. It's the middle aged man who visits his doctor with a variety of physical symptoms - headaches, abdominal pains and lethargy. After some initial discussion a casual remark is offered about the difficulty the person is having paying some bills. It then emerges that he was laid off from his job almost nine months ago, he's had to sell his car and now his house is on the market. He begins to talk about what a failure he's been in life, how he's never worked up to his expectations or those of his family. He expresses shame and anger because he feels that at this point in his life he should be able to provide an adequate living for them. In describing his life he tells how he doesn't seem able to perform the home chores that he previously took responsibility for, he mentions that he spends most of his time watching television, eating and reading the newspaper. Oh yes, he's been applying for jobs, but with so many rejection letters he's not sure it's worth it to apply any more. No, he hasn't been back to see the personnel department of his previous employer. In fact he hasn't seen any of his former co-workers for three or four months because he doesn't go out much. As he talks it becomes apparent that his unemployment crisis has now become a family crisis. Marital problems have surfaced and his teenage children always seem to be angry with him because the recreational opportunities that they had come to expect are now denied them.

The Human Services Professional

In general, how have human service professionals responded to this new human tragedy that now confronts them? With precious few exceptions, human service professionals have not been in the vanguard of policy or service innovations that are intended to meet the needs and stresses of Alberta's unemployed. They have demonstrated instead a detachment from the unemployment issue, perhaps justifying it on the grounds that they have not been trained to fully understand the sources and causes of the problems and therefore they should not be expected to help. As separate professional groups, they display a self-protective tenacity to maintain their traditional definition of what constitutes a social problem and, in turn what methods are most appropriate for dealing with it. We hear arguments that unemployment is an intractable problem, so organically linked to the economic system that it would require a massive assault on the political and economic structures to bring about even the slightest change. Clearly a challenge that is beyond the time and imagination of most human service professionals.

Despite abundant evidence to the contrary, we hear professionals reinforcing the prevalent, insidious assumption that the unemployed are jobless because of their own persoanl deficiencies as workers. This emphasis on personal inadequacies encourages the belief that therapy is the necessary prerequisite to finding a job. Once the unemployed person comes to accept that he, or she, is to blame for his present condition, there is a ready meeting of the minds between the professional and the "client" that help with the interpersonal problems is the answer. For the human service professional this mutual investment in personal change coincides with his training, and it is decidedly easier to bring about than finding the man a job. For the unemployed person, acceptance of the fact that some personal improvements are necessary before a job will be found helps to stave off, at least for the length of the therapy session, some of the harsher realities of being without a job and the self doubts that he is not looking hard

enough to find work.

What Should We Expect From Human Service Professionals?

It is surely a sad and bitter irony that professionals in the human services remain so silent about unemployment when its cruel outcomes can be so vividly seen in the patients or clients who seek help at their doors. They must be prepared to use the evidence they have before them to demand that greater public attention be focused on the appalling human costs of unemployment. They must speak out about the mounting evidence of financial, family and health problems that will inevitably follow a prolonged period of unemployment. They must be prepared to educate themselves about the causes of unemployment and the political and and economic attitudes and actions that allow such a human tragedy to occur. They must become knowledgeable about the policy alternatives that are available to us as a caring humane society, and be willing to demand of our decision makers that greater recognition be given to the social consequences of our economic policies.

They must be prepared to trade in the traditional, comfortable, neutral, accommodating, mediating, therapeutic approaches and accept instead a much bolder vision of what it means to aid the unemployed and their families. They must be determined in encourageing the unemployed to see their present circumstance in a much broader community context, to appreciate that their joblessness is not the outcome of personal inadequacies but rather the result of there being an insufficient number of jobs in our economy.

They must be prepared to become very familiar with the job seeking processes, with resume writing, with interviewing techniques, with the potential use of group support from other job seekers and with the resources in the community that are available to assist the unemployed. They must be prepared to sort out the unemployed person's work competencies and job readiness difficulties from other problems such as depression and stress related health diffculties, and be ready with separate, appropriate responses.

Above all then, human service professionals must be prepared to forego the conventional, the respectable and the expedient, and in their place be prepared to accept a role that is still at the very heart of human services. They must accept the challenge of advocacy - to work hard for improvements in the lives of individual clients while at the same time be willing to use their positions in the community to press for broader social changes. If we are all to do our part in mounting the necessary community response to this most tragic of human conditions - unemployment - we must all be prepared to become "partners for the poor and unemployed."

Peter Faid is the Executive Director of the Edmonton Social Planning Council. This article was adapted from an address made to the 21st Annual Meeting of Edmonton's Family Life Education Council.

Working for Welfare

Rod Rode

The merits of workfare (or work-for-welfare) have been discussed in a variety of forums in relation to the recent initiative of the Alberta Department of Career Development and Employment. Although the details of the program under development are not clear at the time this article is being written, there is evidence that the government's intention is not to replicate a traditional workfare scheme, but rather to emphasize skills training and job incentives. This article will summarize evaluations of workfare, comment upon recent variations of workfare that are being tried in the United States and suggest some principles that should characterize any plan that is designed to assist people receiving welfare.

Presumed Benefits of Workfare

Traditional workfare programs require social assistance recipients to participate in public make-work or community service schemes in exchange for welfare benefits. Workfare has been tried in several American states and some provinces. It was tried in Alberta in the autumn of 1982 and discontinued in early 1983. It is typically assumed that workfare will produce three main benefits:

1. The morale of welfare recipients will be increased by giving them opportunities to perform meaningful work.

2. Welfare roles will be reduced.

3. The community will benefit from the services provided by welfare recipients.

The concept of workfare is disarmingly straightforward and its proponents are well-meaning. Unfortunately, evaluations have consistently revealed that workfare fails to meet its objectives.

Meaningful Work

Traditional workfare programs have not been able to provide participants with meaningful work. This does not mean that the work required has been unimportant. For example, in Alberta's short-lived program of 1982, participants were required to do lawn and yard work, install storm windows, clean leaves from eavestroughs, remove snow, and wash windows for senior citizens and disabled people. In an ill-fated California experiment with workfare in the 1970s, tasks included leaf raking, monitoring playgrounds and guarding school crossings.

Although these are important jobs, they are not career oriented. The need of many welfare recipients is to have jobs which they have lost restored, or to receive job training that will increase their employability.

Welfare Rolls

The assumptions behind the notion that workfare will reduce welfare rolls are that it teaches transferable job skills and that it discourages malingerers from applying for assistance. But evaluations of workfare have consistently reported that workfare does not reduce welfare rolls. This failure is understandable when the preceding assumptions are considered.

First of all, because workfare has been unable to provide anything but make-work activities with little relevance to prospective employers, there is no reason to expect that participants would become more employable as a result of workfare experiences.

Secondly, the assumption that workfare will discourage malingerers fails because of the fact that most welfare recipients are not malingerers. It has been demonstrated that recipients of social allowance would rather not be on welfare; their attitudes toward work are the same as those held by most people. Most employable people receiving social assistance are victims of economic circumstances beyond their control. No matter how much they want to give up welfare for jobs, the majority of them will not be able to do so.

Punishment, in the form of workfare, will not change this fact.

Community Service

The concept of community service is incompatible with the element of compulsion that has characterized traditional workfare programs. There are placement services in Alberta that do a good job matching volunteers with seniors, disabled people and others who require assistance with household chores and other activities. Welfare recipients should be recruited like other volunteers. The fact that they receive social assistance should not be relevant.

Workfare Variations

Several American states have experimented with variations of workfare in recent years (refer to Judith Gueron in Public Welfare, Winter, 1986). Although some states continue to use the term "workfare," most programs seem to have made important improvements over traditional workfare. These variations on workfare are more likely to provide meaningful job experiences than do make-work activities. All of them are directed toward selected welfare recipients and incorporate the teaching of job finding techniques. Several offer educational opportunities. In two cases, states have directed welfare payments to employers to provide on-the-job training for participants.

Interim results of an evaluation of these programs indicated that they do have the potential to help some participants, particularly those who are economically and socially disadvantaged, to enter the work force and earn adequate wages. However, it is not clear that these programs would have a significant impact in a jurisdiction with a high unemployment rate.

Desired Characteristics of a Program to Assist Welfare Recipients

Despite the common use of the term workfare to describe this province's initiative, it appears from media reports that it is not being designed as have traditional workfare programs. Nonetheless, it should be closely scrutinized. Any program designed to assist welfare recipients should adhere to some basic principles:

- Programs should be voluntary.
- Programs should focus on providing training.
- Programs should not implicitly or explicitly question the work ethic of participants.
- Work experiences should lead to a reasonable expectation of employment.
- Programs should give priority to people who are socially and economically disadvantaged.
- Programs should be evaluated.

It will also be important to examine any program for unintended harmful effects. For example, if public assistance payments are diverted to employers to subsidize participants' wages, it must be assured that regular employees are not being displaced.

Rod Rode is Director of the Advocacy Program at the Family Service Association of Edmonton.

Council News

Early Childhood Program

Grant MacEwan Community College in Edmonton offers an Early Childhood Administration Program to persons who have completed a two-year diploma in early childhood development or education and who have a least one year of experience in the field.

Course work includes basic theory in administration and supervision along with updating and enhancement of field-related knowledge in early childhood.

The first course in the program is available as two, one-credit self-study courses for the fall 1987 trimester. For more information call (403) 462-5615.

Grant MacEwan Community College
Early Childhood Adminstration Program
7319 - 29 Avenue
Edmonton, Alberta
T6K 2P1

Sexual Abuse Project

Health and Welfare Canada has approved funding to Family Service Canada and The Canadian Child Welfare Association to work together on a project in the area of child sexual abuse.

The project will operate from March 1, 1987 to August 31, 1988 and will undertake to:

- increase and improve the sharing of information and communication among those persons and agencies providing treatment services to victims, families and offenders,
- develop an inventory of treatment programs and approaches for child sexual abuse victims, families and offenders currently in operation in Canada for the benefit of service providers,
- develop a contact list of resource persons and organizations capable of providing expert counsel to service providers,
- produce a handbook of model programs and approaches, with detailed descriptions of each, for use by local communities and agencies in developing their own response to child sexual abuse (special emphasis will be placed on multi-disciplinary treatment programs and approaches), and
- identify the needs of treatment service providers (training, information, resources).

Organizations who wish to be involved with this study should contact:

Canadian Child Welfare Association
Suite 401, 2211 Riverside Drive
Ottawa, Ontario
K1H 7XS
(613) 738-0697

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