

CENTRE NEWS REPORT

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Employment & Dignity

Many human services in our culture have been put in place to deal with failures of our political-economic system. Providing inadequate welfare subsidies to individuals and families who live in poverty, for example, reflects in part the inability of our society to create full employment. Similarly, sheltered workshops for a range of citizens reflects a societal belief that certain groups are 'unemployable'.

These kinds of human services can be considered 'residual,' charity approaches designed to fill in gaps created in our economic structures. By their very nature, residual services tend to be stigmatizing, associated with high degrees of social control, and often deny 'clients' access to the social and economic life of our communities.

In recent months, there have been a number of separate initiatives reflecting a growing concern with poverty and the trap of welfare. In Ontario, the *Transitions Report* has sustained the interest of the media and advocacy groups for months. If implemented, the 274 recommendations of this review would drastically alter employment options for people typically considered unemployable, and would increase welfare payments to provide a liveable existence.

At the federal level, the Employability Resources Network is currently documenting a range of employment options and strategies that can be used to reduce people's dependence on welfare.

Throughout the country, welfare and disability groups are expressing increasing concern with the amount of poverty and the effect of poverty on unemployed people and

the working poor. Carole Siliker, of Mothers and Others Making Change in Kitchener, emphasizes that "there is nothing more degrading than poverty", and that citizens who are poor face "one form of discrimination after another".

Lupe Anguiano of the National Women's Employment and Education Program in the U.S. stresses that "everybody wants to be self-sufficient and self supporting". As she notes, however, "the poor are asked only to receive; they're not asked to give". Creating opportunities for all citizens to contribute and work in their communities is central to achieving dignity for all.

It is clear that significant initiatives are needed at the personal, community, and at policy/structural levels to address the issues of dependency and community employment. Although not yet highly organized, alternative approaches to building employment and dignity are emerging across Canada. Three main approaches are:

- placement & career counselling programs
- self-help & community economic development projects
- supported employment.

Some exciting new Centre research on supported employment is highlighted in this NewsReport. In addition, we begin a dialogue about disincentives, dilemmas, and potential that exists for creating change. People in human services will need to pay attention to these developments and spend time figuring out their role in this area.

Centre Updates

New Centre Report to Highlight Supported Employment & Quality of Life

A year long Centre study on the process of supported employment will be released by the Center this Spring. This important research has been an indepth qualitative study of twelve individuals with developmental handicaps who have been employed in regular community jobs. The report highlights the process of supported employment, noting a number of impediments and facilitators to community work for people who have previously been labelled and segregated. This research also examined a number of quality of life factors which indicate that integrated work enhances some aspects of quality of life but not others. This study is expected to make a valuable contribution to the growing field of knowledge related to integrated work.

As a follow up to this research, during this next year the Centre will document the process and outcomes of supported employment for a small number of individuals with complex needs.

A unique aspect of all Centre research in this area has been the use of observation and interviewing of individual employees, employers, support workers, and families. Some of our findings about the process of supported employment are outlined elsewhere in this News Report.

Review of Support Services Widely Supported

The Centre Review of Support Services, *Independence & Control: Today's Dream, Tomorrow's Reality* was released in February by the Ontario Ministry of Community and Social Services. There has been overwhelming interest in the Report and wide support for the recommendations of this

comprehensive research study. The Ministry is currently developing plans to implement some recommendations in the next year.

Recommendations from the research about direct individualized funding and increased consumer control are expected to be the most difficult to implement. In addition, the report highlighted the fact that almost 1000 individuals with physical disabilities in Ontario live in institutions, and that a plan of deinstitutionalization needs to be developed for these individuals.

Life in the Community Project

In 1987, the Centre published *Return to the Community*, a widely acclaimed book describing the process of closing the Tranquille institution in British Columbia. As a follow up to that work, we are now studying how people who left the institution are doing in the community 3-4 years after the institutional closure. In particular, we are interested in how people are connected to the community, the size and nature of people's social networks, and how responsive communities and services have been to people from an institution.

Personal Empowerment & Community Change

As part of the Centre's continuing study of personal empowerment, we are completing a number of indepth biographical interviews of individuals who have experienced the process of personal empowerment. Perhaps not surprisingly, many people describe *prolonged dependency* as one of the key

factors that maintained their sense of powerlessness. *Symbols* and *supports* were both critical to people gaining a greater sense of control over their lives. Symbols often become real ideas and guiding values for people who are becoming empowered -- such as "independent living", or "freedom" from oppressive situations. Supports take many forms, but include the concept of *mentor* as a key factor in enhancing personal empowerment. These ideas have enormous implications for personal and community change and will be detailed in our next News Report.

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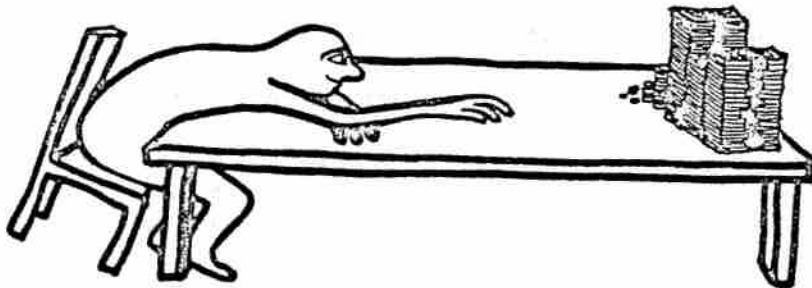
Some facts about employment & minority groups

- women: - earn 64 % of what men earn
- an increase of 4% since 1971
- people with disabilities:
 - 39.2% are employed
 - 49.3 % are not in the labour force
 - 7.1% are unemployed
- recent refugees:
 - tend to be underemployed, that is, not working in the profession for which they were trained in their home country.
- youth:
 - age15-24: 25.3% are unemployed

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POT - SHOTS NO.398

ALL I ASK IS
A CHANCE TO PROVE THAT



MONEY CAN'T MAKE ME HAPPY.

The Process of Supported Employment

Regular employment opportunities are seen by many as a critical part of the process of integration of people with disabilities into everyday community life. It is generally well recognized that there is a need for innovation in employment projects and practices if people who have been labelled and segregated are to participate more fully in the community. Supported employment is one such innovation which has been successful in enabling people with disabilities to work competitively.

In contrast to more traditional approaches to vocational rehabilitation which train and then place individuals at a worksite, supported employment places and actually trains the person on the job. The training and on-going support is carried out on an "as needed" basis by an employment support worker. The approach provides for flexibility, allowing for adjustment in level of support according to individual need and workplace requirements.

The Centre for Research and Education has recently completed a study of supported employment. The purpose of the study was to trace the process whereby people with developmental handicaps have entered supported employment and have become employed in regular jobs, and to consider the quality of life of those individuals. Several themes emerged from our observations and the experiences people recounted to us. Some of the principal findings are summarized below. This qualitative research study has applicability to many groups in our society who have experienced long unemployment.

How people got started:

For most of the people in the study, embarking on supported employment signalled a major juncture in their lives as they moved from a segregated work setting into workplaces in the community at large. Most often the notion of moving from a sheltered workshop to the community was

presented to the individual by someone in their vocational services.

In considering whether or not to take a community job, people often felt that they had nothing to lose and that it was "worth a try", reflecting the fact that people seemed to have little investment in the workshop. One woman described her situation in terms of the need to get away from the tedium of the workshop and the need to meet other people. For another individual, the prospect of making a regular wage was very attractive.

Once presented with a job opportunity, people tended not to deliberate over whether in fact the job was really what they wanted. Following an interview and having been offered the job, usually there was no hesitation in accepting the offer. Although many people had fairly limited experience in terms of the range of possibilities that might be open to them, the fact that they were so ready to accept the job, again reinforces the sense that people had virtually no investment in the workshop. For many, a job in the community provided that opportunity to remove themselves from the sheltered workshop and actually begin to build up a knowledge of the range of work experiences which exist in the normal world of work. Such knowledge will doubtless stand people in good stead if and when they decide to pursue other alternatives.

The business of getting settled:

A major factor in how people settled into a job related to the part played by the employment support worker. People often reported that they had been quite nervous when they started work but all the participants in the study became very much "at home" in their work situations. They had been at their jobs long enough to be well past the "training" phase and invariably people indicated that although the support worker had provided valuable support to them, once they understood the requirements of the job,

they did not feel a need for much contact with the support worker at the workplace.

Support had initially been fairly intensive and in addition to on-the-job training had included efforts to facilitate coworker support and relationship building with coworkers at the worksite. Some situations were clearly more conducive than others in this process of developing coworker support.

In one situation, where everything came together in terms of the personalities and attitude of the employee, the support worker, the employer, and the coworkers, the support worker was able to take a very unobtrusive approach to training and supporting the individual by functioning more as a coworker, than a trainer strictly focusing on that one individual. As the support worker described it, "if they got really busy I chipped in and helped with whatever needed to be done". Once the employee was trained, the support worker was able to "fade" fairly rapidly. Coworkers were providing much of the support which consisted primarily of occasionally monitoring the individual's progress and offering suggestions to deal with any problem that might crop up in a normal day's work.

Becoming fully integrated at work:

Particularly significant in terms of the fading of formal paid support were those instances where the employee became so fully integrated at the workplace that they were providing training and support to individuals who joined the organization after they had. In several instances, the people who participated in our study had been in their present jobs for a considerable time, while staff turnover was quite high and they were enjoying some seniority in respect of continuity at that worksite. One person who had spent much of her youth in an institution had been working at the same firm for four years, during which time there had been a change of ownership. It happened that her new employer knew nothing of the fact that

she had joined the firm as part of a supported employment initiative. As she pointed out to us, she was actually providing him with support: "I'm giving him more support, because I know more than he does" about the job.

These are just some of the things people told us about the process of *getting started* and *becoming settled* into the workplace. Overall it was very clear that people felt a tremendous sense of accomplishment and contribution in being part of the normal world of work. The fact of being employed in regular jobs had made a very significant impact on people's sense of well-being. Perhaps the following comment most clearly sums up the feeling which most people had about the supported employment experience. These remarks were made to us by a friend of one of the study participants:

I don't think she likes to be considered different from other people and I think working in a regular job, she really enjoys that, and she feels more, I hate this word, but "normal". She just feels more accepted because everyone else gets up and goes to work and they have a regular job. She's proud of what she does and she talks about it all the time, whereas I don't think she would be too much into talking about what she did in the workshop, because that's not something that she was really proud of.

**Alison Pedlar,
Centre Researcher**

In our full report of the supported employment research project we discuss in more detail the process of supported employment as experienced by the twelve individuals who participated in our study, and the relationship between supported employment and quality of life.

PROFILE: MICHELLE DIGNARD

Michelle is involved with the Community Options program in Oshawa, Ontario. Through this program, Michelle was able to move out of a sheltered workshop and into a job within the community. Michelle is currently self-employed, with her own answering service. Her service is contracted out to fifteen conveyancers in a Land Registry Office.

I basically answer the phones and page people. Actually Ian (employment support worker) said there was a job available (in the Land Registry Office). They (the conveyancers) had switched over to a new office and that's when a bunch of them decided they should hire somebody. They had people from the other side of the counter answer the phones (before I was hired).

An application form was filled out, and one of the people I worked with at the Wooden Toy (workshop) wrote up a resume and all this stuff. They were taking interviews and I was going against two other girls. Ian and Brian (one of the conveyancers) interviewed me.

I found out the next morning I think. They needed somebody right away - you see they were moving into that (new) Registry Office. And they didn't have anything in there - they didn't have any phones on the wall, like they do now. They had just a table full of phones. You know I had to yell - I went home with a such a sore throat. Till the pager was put in back in January.

At first, Ian was with me everyday for a few hours I guess. He came in often for about three to four months (and learned how to do the job with me). My first week of work was bad. I had a hard time (oh gosh)! Phones were ringing off the wall. Like I work with five lines now, but line five was down. For the first few months I only had four lines. I was going - they were always screaming - I remember. Oh Wow! You know I felt really stupid you know. I

didn't know the names and all this stuff. Cutting people off - I still do that!

Everybody was telling me what to do. Then they elected Cindy; they had a vote and all that stuff and Cindy was chosen to train me (be a liaison).

There's a lot of things I had to be pushed into doing. Like using the (communication) headset. It's not what I wanted in the first place. But now there's something going to be done about it. Ian was kind of upset the way it was - it wasn't accessible to me. He thought I'd have one that would slip over my head - this one you have to attach.

Not getting paid for holidays - that bothers me. When I first started here I wasn't classed as self-employed. I've only been classed as self-employed for about six months or so. I got paid for holidays when I first started there, and now I don't anymore, and I don't understand it.

My job is "different". It's a challenge dealing with some of the people over the phone. Some of them are really rude on the phone; they are hard to deal with. It still bothers me, but not that much. I love the money. That's great! And I like going out for lunch with Lori (and other people from work).

My (present) job is more training actually. I'd love to be on the radio. Everybody says I have a good voice for radio. "Why don't you get into radio?" they say. I would love to be into sports. I think I'd have a great voice for sports (announcing). Can you imagine seeing me on my first day on the radio? Oh gosh!

Note: In January 1989 the Association closed the Wooden Toy Company. 19 out of the 24 people formerly working at the Wooden Toy Company are now involved in the Community Options Program. The remaining people chose to work in an alternate sheltered setting.

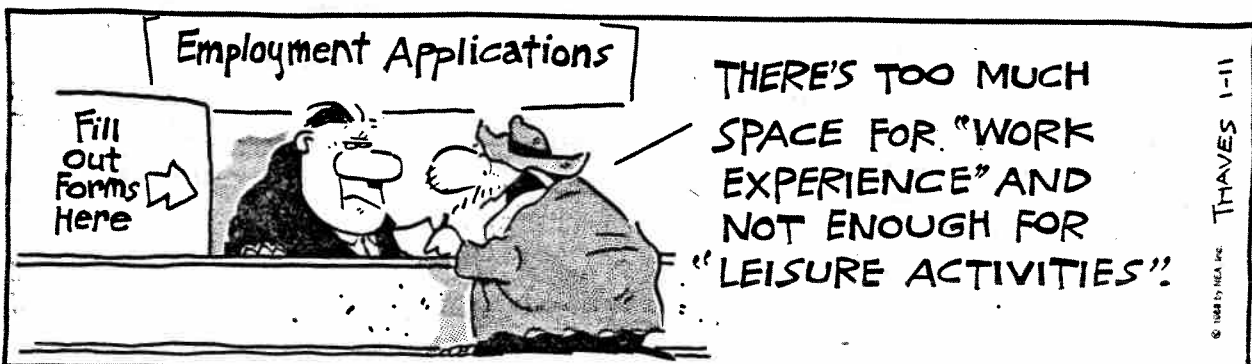
Thoughts on Changing Services

A friend of mine often says, "What goes around, comes around". I have heard other people use this expression - and I am never exactly sure what they mean. It could mean that if you do some "good" for something or someone, some good will later happen to you. Or, it could mean that the ebb and flow of ideas, actions and events is cyclical and as predictable as the orbit of Halley's Comet. Recently, a director of our Association and I found an opportunity to use this aphorism while ruminating on the directions that Vocational Services were taking generally, and ours in particular.

Supported Employment is an established fact in St. Marys. The mission statement and goals of the Association clearly specify individualized services as opposed to congregated, segregated programs. Our Employment Support Services is congruent with this vision. Our intention to "spin off" the workshop as a self-sustaining affirmative industry is a logical next step to "deprogramming"; and the rolling over of the remaining subsidy dollars into 100% funding should be accomplished within this fiscal year. This unblocks the revenue obstacle to community involvement imposed by workshops and clears the way for services based on "individual hopes, wishes, needs and desires". Mission accomplished, fait accompli! The workshop can close, everyone will work in community placements and the quality of life has peaked at perfection.

Not quite. Only half of the people we serve are actually working at jobs in the community. Almost all work part-time. As much as the community has shown a

Frank and Ernest



"willingness" to include people, they have also shown an "unwillingness". We talked about this, the director and I.

In our culture there is a presumption that adults work. People talk about declining hours and reduced work weeks some time in the future, but basically, we presume that the people we serve will want to work a full shift. When adults aren't working, they are at home. We are on the right track - divest ourselves of the workshop, close down the rest of the sheltered program, send people, home, then intensify our efforts at finding employment opportunities.

We noted that St. Marys has a limited industrial base and simply may not be able to offer jobs for everyone. We talked about the fact that the jobs that are available are not always suited to the abilities and/or interests of the people we serve. Some people may not want to work; for example, people who have spent most of their lives in institutions and haven't had the opportunity to develop either an interest or an expectation to be employed. We might conclude from this that our job is getting easier, fewer people to serve, and less resources required. Not quite.

We presume that people, when they are not working, are at home. A large percentage of people will also need to be supported in that environment, especially those who have recently returned from an institution. That support could be complex and expensive. Who will provide the

support? Can we simply ask the Supported Independent Living Program to pick up the slack? Will people be content to watch the "soaps" or Donahue between part-time involvements? Is this kind of service really responsive to "individual hopes, wishes, needs and desires"? We decided that these "outcomes" lacked the sentiment of rationality. Sitting at home is not a contribution to the community.

However, being employed is not the only alternative. People do in fact contribute to their community in many ways. They are members of the Horticultural Society, the Model Railroad Club and the Kinsmen. They play hockey, slow pitch or ringette. They are family members and do family things. They are neighbours and do neighbourly things. They are friends and do friendly things. As John O'Brien said, *Community cannot be manufactured; it is not a commodity or the reliable outcome of any professional activity. It arises when valued personal involvements with a network of others gives rise to purposeful action and celebration.* Community happens with others, face to face. Employment is but one aspect of community living. Certainly one can celebrate through purposeful action in many other ways than work. Perhaps we should support that too.

Our employment service is about "employment", just like the workshop was about "work". But the Association has made it clear that it is also about "individual hopes, wishes, needs and desires"; this does not refer to just a program or a service. It refers to individuals. Our job is to support those interests to the best of our ability - at least until some point in the future when the community, in the broad sense, has developed the capability to provide those supports in and of itself.

"But we need employment specialists," I said. "Perhaps", was the reply, "but not many". I looked puzzled, but the obvious implications did not take long to emerge. We may also need a residential specialist - someone who looks for housing or accommodations on behalf of people, but what we really need is a large pool of

"support specialists", not specialized support staff. Once people are connected to living, leisure, volunteering, or work situations that match their particular interests, we need to provide the supports that maintain these involvements. The challenge to us is the same, regardless of the situation. "So," I said, "We need a few 'connectors' and a whole lot of 'supporters'." Now it was his turn to look puzzled. "We need some 'directors'!", I said, blazing with the discovery. "True", he said, "Some directors, some connectors and a whole lot of supporters; but that is not what I was thinking about".

He paused and glanced idly about him. Finally it came out. Our director had previously been the workshop manager. Some fifteen years ago there was no other division of the Association, no employment services, and no residential services of any kind. Workshop staff did it all. They ran craft activities, leisure activities, as well as contract work. If a person needed to get to an appointment, or conduct personal business, they helped.

"Back in the dark ages of my employ", he said, "we thought more about all of the needs and interests that people might have. Then the people with diplomas came along and said people said it wasn't good enough. Now we are moving back to an individualized focus." His eyebrow arched with authority. "True", I said, "but you actually ran the proverbial 'handicapped bowling league' back then, and provided programs in congregated, segregated settings."

"O.K., but the intentions were similar." He looked at the floor while I looked at the ceiling. "What goes around comes around?", I said. There was a pause long enough for a half-dozen heart beats.

"Not quite", we said together.

**Bill Gow,
St. Marys Association for
Community Living**

Creating Employment Options: Disincentives and Dilemmas

As we approach the final decade of the 20th century, a person's disability is becoming the least important factor in preventing people with disabilities from becoming fully integrated into the main labour market.

Instead, the real factors denying persons with disabilities full access to employment are elements that are external to the individual. Specifically some of the key issues are: education structures; hiring practices; and employment disincentives.

The level of education traditionally made available to persons with disabilities has for the most part left them inadequately prepared to successfully join and remain in the labour force. The barriers which have prevented persons with disabilities from acquiring the same level of education and training afforded to the "non-disabled" population include architectural inaccessibility of mainstream education systems; segregated classes, and quality of education and expectations which are significantly below that of the regular education system.

It must be recognized that since the beginning of the 1980's we have seen a significant increase in the numbers of persons with disabilities who have been physically integrated into the regular education system. Physical integration, without social integration, encourages the "passing" of students with disabilities through the school system. As a result, students with disabilities are not realistically challenged.

Employer concerns about the viability of disabled persons as productive employees have not been substantially altered despite society's heightened awareness about disabled citizens. As a result, people with disabilities continue not to be considered for employment opportunities by those responsible for hiring in the corporate sector.

Proof of this can be found in a 1987 poll, conducted by the Canadian Recruiters Guild, of 672 corporate recruiters and hiring managers. The poll found that 97% of those surveyed admitted that they discriminated against disabled job-seekers in the hiring process.

Perhaps the greatest barrier to persons with disabilities trying to gain their rightful place in the workforce is the disincentives found in the welfare system. The welfare system continues to be the main source of income for a significant percentage of the disabled community.

In order for persons with disabilities to qualify for social assistance, they must be classified as 'unemployable' over an extended period of time, or as permanently unemployable. Such a designation victimizes the individual, by emphasizing that their unemployment is due to a personal short-coming rather than in the system where employment occurs.

The most serious problem faced by people with disabilities with respect to social assistance is that welfare programmes offer no real encouragement to people to try and enter the workforce. The disability pension schemes that fall under social assistance do make provisions for the individual to have some income over and above that which is provided by the monthly pension cheque. However, the amount of additional income allowed per month is minimal (less than \$200) and does nothing to raise income above the poverty line. If an individual does have a monthly income over and above the \$200.00 maximum then their monthly pension is deducted dollar for dollar.

The answer to the problem is not to move people from their disability pension to a job which provides them with the same amount of money as they would receive on

social assistance. (The average monthly pension is comparable to that of a minimum wage job.) This is not a feasible solution because most minimum wage jobs have few or no benefits (for example, coverage for prescription drugs, glasses, dental care). Disability pensions do provide recipients with such benefits.

Redressing the Imbalances

The above list of identified problems is not exhaustive but I think it gives a good indication of the many disincentives facing persons with disabilities trying to access the workforce. Clearly, the solutions to the problems will come about only through legislative initiatives. Social assistance programs must be altered in a way that will remove existing disincentives. Employment equity legislation must become much broader in scope and include a strong enforcement mechanism. Supports must be built into the education system that will ensure that students with disabilities have full access to the education system and that they are able to receive the same quality of education that is provided to the non-disabled population.

The Need to Work Together

The desired legislative changes will only come about through strong lobbying efforts. Disabled persons and their organizations have been lobbying for years to bring about the desired changes. However, their voice alone is not strong enough. By forming a coalition with other groups in the community, who understand what it means to fight for social justice, it may be possible to develop the necessary base of power.

One sector of society which should be presented with this challenge is organized labour. Traditionally, the disabled community has not viewed the labour movement as an ally. The reason for this has been misunderstanding on the part of both the disabled community and the trade unionists. By not understanding the role of organized labour in the workplace, disabled persons have seen trade unionists as a major barrier. Admittedly there are some problems presented by the mechanisms that labour has fought for and secured in the workplace. However, I don't believe that these problems are insurmountable. Instead of focusing on the problems that labour may present, disabled persons, their organizations, and advocates must call upon labour for its strengths as lobbyists.

The efforts of organized labour have been instrumental in bringing about human rights, unemployment, old age and health care legislation. Therefore, it may not be difficult to convince organized labour to extend its efforts to persons with disabilities. In doing so, organized labour may help to bring about greater employment opportunities for members of the disabled community, and may also help themselves. By extending its efforts, trade unionists could look after their own members who become disabled each year and also reach out to address the needs of trade unionists who have disabled family members. By paving the way for disabled persons to enter the workforce trade unionists could increase the numbers of workers to be organized, and ultimately their strength as a movement.

Patti Holmes
Centre Board Member



News Report Notes

AIDS, Privacy, and Community Response

Calls from some quarters that there be widespread AIDS testing has been challenged by public health authorities and other groups concerned with civil liberties. The Federal government privacy commissioner John Grace has warned that, "any public health benefits which would be achieved are dubious at best and would be far outweighed by the devastating invasion of privacy that would result".

The demands that people with AIDS be segregated and denied access to schools, workplaces, and community services also poses a frightening prospect. Understood in a historical context, segregation of people because of illness or disability has always lessened society's interest and concern with the particular "problem". Rather, we need to see AIDS as a social issue and try to understand the social context which can lead to humane community treatment while we develop prevention strategies. Isolating or congregating people with AIDS will only slow our capacity to respond in this manner.

Mental Health Task Force Releases Report

Early in 1987, the Centre, in conjunction with the Kitchener-Waterloo Refugee Coordinating Committee, submitted a brief to the Canadian Task Force on Mental Health Issues Affecting Immigrants and Refugees. Some of the recommendations made in the Task Force's recently released report *After the Door has been Opened* reflect the concerns expressed by local people regarding the mental health problems which newcomers to Canada experience and the need for changes in how we try to prevent those problems from developing. For example, the need for increased language training for all immigrants and refugees, not

just for persons headed for the labour market, and the need for more flexibility in language training programs are reflected in recommendations made in Chapter 3 of the report.

Unfortunately, much of the important material presented to the Task Force, although included in the report, is ignored in the recommendations. For example, a full chapter addresses employment issues related to mental health problems of immigrants and refugees. That chapter, however, concludes with one rather vague recommendation suggesting federal-provincial consultations toward increased Canadian recognition of the training received outside of Canada in various professions and trades. Other important suggestions made to the Task Force, such as CEIC recruiting employment counsellors from ethnic communities, or incentives being given to the private sector for more immigrant and refugee on-the-job training positions, are presented as situations requiring change, but without the force of recommendations.

Trends in Institutionalization of the Elderly in Canada

The National Advisory Council on Aging has recently issued information on the rate of institutionalization of the elderly in Canada.

Based on the 1976, 1981, and 1986 Censuses of Canada, this information indicates that fewer Canadians below the age of 85 are being institutionalized. Among those over 85 there is a slight increase in the proportion of men and women being institutionalized.

The proportion of women over the age of 85 who were classified as residents of such institutions as nursing homes and old age homes increased from 36.5% in the 1976 census to 40.5% in the 1986 census.

Comparable data for men was 25.2% in 1976 and 28.4% in 1986.

It is clear from this data that there is a significant pattern of increasing risk of being institutionalized with age. The policies of most provincial governments assume this is appropriate, as demonstrated by the growth in the nursing home industry. As our society ages, however, there is increasing concern as to whether there is any wisdom in this public policy.

Employability Resources Network

Three non-government agencies, the Canadian Council on Social Development, Coopers & Lybrand Consulting Group and Policy Concepts, have joined together to create an *Employability Resources Network* (ERN). ERN will develop information, related to employability enhancement projects, for use by the public. Employability enhancement projects are innovative employment projects which help people receiving social assistance and others to overcome some of the barriers to becoming employed.

The project is being funded by Employment and Immigration Canada for the next three years. Further information is available from the Canadian Council on Social Development, 55 Parkdale Ave., Ottawa, Ontario, K1Y 1E5.

Most Homeless People Just Poor

A recently released American study found that, contrary to public perception, most homeless people are simply poor, and not mentally ill. Researcher Micheal Sosin interviewed 535 homeless people and found that most people primarily need help finding jobs and shelter. Many of the homeless had at one time held jobs, and were on the streets for the first time.

This research was completed at the School of Social Service Administration, University of Chicago.

Dreams and Realities

Teacher to students-

" You are the true dreamers and dreams accomplish everything".

From movie, *Stand & Deliver*.