

ITEM 15
MANAGER'S REPORT NO. 37
COUNCIL MEETING May 14/73

15. Re: Personnel Department Use of Industrial Psychologist
Consultant Services - Canada Manpower

During Council's consideration of the 1973 Annual Budget, an enquiry was made as to whether the Personnel Department was taking full advantage of the consultant services offered by the Canada Manpower Center rather than purchasing the services of Management Consultants and Industrial Psychologists.

The Personnel Director has reconfirmed through Mr. Wicks of the Burnaby Canada Manpower Center that they do not offer Industrial Psychologist services. They do carry out a limited testing service for persons registered for employment to assess their particular aptitudes. The purpose of the tests is to aid their counsellors in giving guidance and advice and to help candidates make decisions as to their career choices and training plans. The range of tests given are similar to those given in our own Personnel Department. The tests do not require interpretation and supervision by an Industrial Psychologist and they do not have an Industrial Psychologist on staff.

Canada Manpower does not have the resources to provide sophisticated and effective examinations and tests to suit the needs of employers looking for particular skills or abilities.

In general, the limited testing carried out by Canada Manpower Centers are for their own use in the guidance of people seeking employment. They do not supply this testing service as a consulting service to employers.

This is for the information of Council.