

facilities for airframe and engine overhaul in Canada were virtually negligible; by 1943, however, there were 147 civilian contractors handling \$188,000,000 worth of work.

Personnel.—The first need in personnel was for flying instructors and ground staff to man the schools as they were opened. Canadian 'bush' pilots and United States commercial pilots supplied a nucleus of instructors, while veterans of 1914-18 filled many of the administrative posts. The R.A.F. also provided over 250 personnel for staff positions in the first months of 1940. Further expansion in staff was met largely by graduates from Plan schools who were trained as instructors and retained for duty in Canada. This policy was followed by all four partners in agreed proportions. Staff strength reached a peak in December, 1943, when 104,113 service and civilian personnel were employed. When the Plan terminated over 66,000 were on the staff. Members of the Women's Division of the R.C.A.F., which was organized in the summer of 1941 and enrolled almost 17,000 recruits, played an active and important part in the expansion and success of the Plan.

In the original agreement of December, 1939, it was stipulated that the United Kingdom would provide up to 10 p.c. of the pupil intake necessary to produce the required number of aircrew graduates; Canada would supply about 70 p.c., Australia 10-12 p.c. and New Zealand 6-10 p.c. In the revised Agreement of 1942 the United Kingdom undertook to send not less than 40 p.c. of the pupils required to fill the courses. So far as Canada was concerned there was no shortage of aircrew recruits except in the summer of 1943. Indeed at times the rush of recruits was so great that surplus applicants, beyond the capacity of the Plan to accept for immediate training, were assigned to guard duty until required. In February, 1941, the policy was adopted of placing surplus recruits on leave without pay, to be recalled when needed.

Through the Air Cadet League of Canada and the War Emergency Training Program potential aircrew and ground crew were given preliminary training under R.C.A.F. direction.

Exhaustion of the pool of aircrew reserve in the summer of 1943 was relieved by acceleration of pre-aircrew training courses, a program of co-operative recruiting with the Army, and remusterings from ground to aircrew. An adequate supply of trainees was then available until early in 1944, when, with the reduction of the Plan, quotas were lowered, and finally, in June 1944, enlistments were suspended. A surplus of trained pilots necessitated some re-allocation of personnel under instruction. Approximately 4,200 R.C.A.F. pre-aircrew personnel were discharged for transfer to the Army, and over 10,000 graduates surplus to immediate needs were transferred to the Reserve, subject to recall as required. By Nov. 6, 1944, all untrained aircrew had been posted to courses to be graduated before Mar. 31, 1945.

The total number of R.C.A.F. intake for Plan schools was 103,000 (enlistments and remusters) of whom 91,113 began training. The three overseas partners maintained a steady flow of aircrew to Canada except for a short period immediately following the outbreak of war with Japan in December, 1941. The total number of trainees from all four partners (excluding those who entered too late to complete their courses by Mar. 31, 1945) was 157,614. Of these, 26,061 failed to graduate for one reason or another. Pupils who failed in their courses were carefully re-examined for remustering to another aircrew trade. More than 50 p.c. of the failures were thus salvaged by reselection boards and resumed training in another aircrew category.