

well as the trainees themselves. Marshalling their insights on the training issue has been the federal government's main intent since setting out to design the Labour Force Development Strategy two years ago.

Ours is the consultative approach. Rather than addressing the training issue by saying, okay, what is the problem and how do we solve it, the government has asked: who do we want around the table to help define the problems and seek the solutions?

A policy paper entitled *Success In the Works* which the minister tabled in April 1989 helped define the problem. According to this paper, if present trends were to continue, the 1990s would see Canada's work force become less and less competitive. Now, with the creation of the Canadian Labour Force Development Board, we have made a start on the solution. Not the gently dictatorial solution proposed in the hon. member's motion, but a rather modern consultative strategy which has the strong support and the approval of all players. The federal government needs that support, for training is everyone's concern.

It will take a virtual army of trained and skilled workers to ensure the strength of Canada's economy. Through formation of the Canadian Labour Force Development Board we have recruited the key players who will begin to work out the major issues.

These issues are to ensure that the private sector plays an active role in the decisions affecting skills training in Canada; only one in four businesses provide formal training to their workers; a dwindling labour force growth rate, now only 60 per cent of what it was in the 1970s; a mismatch in some regions between skills and people who have the skills that are needed.

You can see right away that simply requiring employers to retain trainees on staff would not go very far towards solving any of these issues. Yet the motion is right in one sense, job training and skill development are central to meeting the challenge of ensuring that Canadian workers achieve their full potential.

Training is the central issue faced by the members of the Canadian Labour Force Development Board. In fact, labour, industry and government, both at the federal and provincial levels, agree that a Canada-wide training

effort is essential for the future prosperity of our country.

All interests are represented: eight from employer groups, eight from labour, two from training providers, four from social action groups representing women, persons with disabilities, visible minorities and aboriginal groups. The board should be in operation by the end of March.

The establishment of the Canadian Labour Force Development Board is a major step in the advancement of Canadian labour-market training programs. Major technological advances in industries around the world demand the growth of new methods and skills here at home. Canadian workers need to acquire the new skills required to keep them working.

As much as this is a key initiative for business, labour and other stakeholders involved with skills development, the Canadian Labour Force Development Board is even more important in these economically troubled times. It is clear proof of people's willingness to work together for the betterment of all Canadians.

We applaud these pioneers who have come with common purpose to the table to consult on job training, something which, to quote *The Toronto Star* editorial once more, is both right and a necessity.

By all means, let us have federally funded job training programs that lead to full-time jobs. Let us impress upon employers who benefit from our programs that they play a pivotal role in the training and retraining of our work force.

With the creation of the Canadian Labour Force Development Board, the federal government has the means of developing a true consensus in Canada about what is needed to train or retrain our youth, our unemployed and workers of all ages who are being displaced in a more competitive and fundamentally restructured economy.

I just want to conclude by saying that I have been through this whole phase in my own business many years ago. I know what the member is talking about, the problem of training employees and seeing them scooped away by a large industry. But I think, with that experience behind me and looking at this Labour Force Development Board and knowing the program behind it,

Private Members' Business