

ating in every province. There are variations in membership, methods of operating and in the structure of sub-committees.

The introduction of these committees has led to better co-ordination of relations with provincial authorities. In some provinces three or four departments can be involved in training arrangements. The existence of the Manpower Needs Committees has also made it possible for other federal departments with interests in manpower training policy to take part in planning when appropriate. Representatives of the departments of Regional Economic Expansion and Indian and Northern Affairs have been included. This cooperation has evidently been welcomed by the provinces. (21:8) Through sub-committees it is possible to involve employers, industry and unions in establishing priorities in course development. The Minister stated that the operation of the Manpower Needs Committees "has begun to clarify and purify our purchases. I think our purchases now, by agreement with the provinces, are much better than they were in the past." (26:14)

Direct testimony was received from two active members of Manpower Needs Committees. Mr. W. J. Hurd, Director-General, Manpower Training Branch, Pacific Region, is a federal representative on the Committee in British Columbia. Mr. W. B. Thompson, Chairman of the Community College of New Brunswick is a provincial representative there. Both enthusiastically confirmed that the Manpower Needs Committees had improved the planning and the allocation of training resources.

The Manpower Needs Committees must allocate training days on a percentage basis to various target groups. To a great extent decisions are based on the demand experienced in previous years and the rate of completion and the drop-out rate of participants. This information is weighed against occupational forecasts from Manpower sources such as the regional economists as well as advice from the sub-committees. The experience of federal training branch representatives and CMC counsellors is also taken into account. From this composite picture the training requirements for the following year are forecast.

The input from all these sources provides protection against provincial interests keeping alive vocational courses which are no longer required to meet occupational shortages. While the province is responsible for the content of training, the federal Manpower Division does have an indirect influence. Mr. Lefebvre explained:

If we feel that a course is not really effective, not well designed, we can speak to the provinces about it. We are in general on very good terms. . . We discuss problems. There is no way we can impose on all the provinces, and I don't think the federal government could think of a system where it would impose a course content that is going to be similar in all provinces. We do encourage comparison. (9:14)

While the Manpower Needs Committees have clearly improved the planning of opportunities for manpower training, they are also required to assess results of courses and recommend improvements. But the Manpower Needs Committees consist of one set of civil servants talking to another set of civil