

taking further training. Only one in four of those who took Basic Training for Skill Development were surveyed and fewer of them responded. Of this group only 56 per cent replied, but even so the results suggest that this training program did not entirely meet its objective. Only 39 per cent were employed, 20 per cent were taking further training, 24 per cent were unemployed and seeking work and 17 per cent were described as "not in the labour force."

While some allowance must be made for the personal preferences of trainees, the implications in the results of this short-term assessment of training are clear. Referrals for training frequently miss their targets. Courses provided for referral do not reflect current labour market demands. It is worth noting that the most successful match in terms of employment in the same occupation group as the course occurred in the farming, horticulture and animal husbandry occupations where 86 per cent of trainees had found related employment. The federal representatives of the Manpower Needs Committees must become more insistent that the courses organized by the provinces provide an adequate preparation for employment in occupations for which demand can be seen to exist.

The Division, through the federal representatives on the Manpower Needs Committees in each province must become more insistent that skill training courses made available by the provinces for purchase under the Canada Manpower Training Program are more closely related to current local labour market needs.

Referrals to Training: The Responsibility of the CMC Counsellor

Trainee Selection is the title of a pamphlet available in all Canada Manpower Centres. It states:

1. Formal consideration of a client for training commences when the client indicates to the manpower counsellor his desire to undertake training
2. The final decision to refer a client for enrollment rests with the manpower counsellor
3. The client, the manpower counsellor and the training authority will normally be the chief participants in training decisions

All referrals to training, either institutional or industrial, rest with the counsellor, who must compromise in referring workers between those courses the trainee wishes to take and the skill in most demand in the labour market. Unfortunately as Dr. Dymond pointed out, "The consequences fall on the individual of bad and unwise decision-making with respect to training." (20:12). The numbers reported to be employed in other occupation groups than the training course they had recently completed indicates that unwise decision-making does happen.