

Appendix A

Current Federal Government Programs to Support Adjustment

The federal government has a number of programs in place to help individuals and businesses adapt to changing business and labour market conditions. These programs include training, skills upgrading and counselling for individuals; marketing assistance, research and development support and other measures to help businesses take advantage of new opportunities. Most provinces also have programs to assist worker and business adjustment. These programs will be available to those seeking adjustment assistance as part of the transition to the Canada-U.S. Free Trade Agreement.

Labour Adjustment Programs

Employment and Immigration Canada's Industrial Adjustment Service (IAS), Canadian Jobs Strategy (CJS) and Employment Service have a proven capacity to deal with changes in the labour market and will be key adjustment mechanisms in Canada's adaptation to the new opportunities offered by free trade.

IAS provides a practical, co-operative forum in which labour and management can work together to deal with labour market changes stemming from new technologies, changing tastes, altered trade conditions and reorganization of firms. It provides for the voluntary establishment of Joint Consultative Committees, on which labour and management are equally represented. The employer and employee representatives work co-operatively to find constructive solutions to their mutual problems by developing and carrying out an action plan designed to address specific labour market issues

and to meet work force requirements. Throughout the process, IAS acts as a facilitator to help committees choose the right mix of programs and services from the CJS and other federal and provincial government initiatives, and from private sector initiatives.

The CJS helps workers adjust to the changing labour market and provides them with training for today's and tomorrow's jobs through a mix of programs designed to meet the varied needs of individuals for training and work experience. Training, a key focus of the CJS, is provided on and off the job, or in an institutional setting; it is available on a part-time and full-time basis for periods of up to three years. Training allowances and wage subsidies are available to provide workers and employers with stable financial support during training periods. Dependent care allowances are available to assist trainees with their child care expenses. The CJS also provides financial assistance for mobility and for the development of entrepreneurial skills.

Women who are potential trainees under the CJS are encouraged to consider all occupational categories. Orientation courses towards various occupations are available to women, including short programs like Introduction to Non-Traditional Occupations, as well as more in-depth programs which provide a generic knowledge of several trades and a familiarization with the tools of these trades. Language training is also available under the CJS to help overcome employment disadvantages faced by some women.