

Broadly speaking, we intend that the newly-constituted, and probably re-named, National Employment Service will lose much of its traditional association with unemployment. It will become a brokerage house for skills - finding workers for jobs, and jobs for workers. And, when it appears impossible to bring the two together, we shall help the workers adapt to new jobs, or new locations - or perhaps help the job adapt to the available workers....

#### IMMIGRATION ROLE

The new National Employment Service will also play an important role in ensuring that immigration policy and practices are co-ordinated with the needs of the labour force. In other words, the Service will be concerned with the supply of workers not only from Canada but also from abroad.

Organized labour has traditionally looked on immigration with something less than enthusiasm. There have always been fears that immigration means only an over-supply of cheap labour that will result in fewer jobs for Canadians, at less pay, and with higher unemployment.

There have been many studies to show that immigration, properly managed, creates jobs, rather than loses them. Most labour officials have studied these figures and are fully aware of the theories involved. Many labour officials remain sceptical - or at least nervous. You do not have to look far to find pockets of unemployment and to realize that many immigrants have recently entered these areas seeking and finding employment....

It will be the job of the Department of Manpower and Immigration...to take every possible step to ensure that those immigrants who come to Canada bring with them the skills, the knowledge or the capital which will enable them to contribute to our national productivity, rather than become a drain upon it. It will be our job to funnel back information to the source countries on those areas where particular skills are needed - or where they are not needed - and ensure that our recruiting and screening operations are conducted accordingly.

As with job placement and employment, the important thing in immigration is counselling. We must do a good - perhaps a better - job of counselling would-be immigrants as to what they should expect in Canada, about working conditions, salaries, standards of living....

#### IMPACT OF AUTOMATION

Automation, or technological change - they may be subtly different things but their impact on the labour force is identical. What is this impact today, as opposed to 20 years ago? The answer is, of course, that there is no comparison.

When most of us started our working lives, we could safely assume that when we had been trained for a skilled job, we would be able to follow that occupation with security for the rest of our working lives. Many of us followed our fathers into a particular line of work. Many of us assumed that our sons would come along behind us in the same sort of job.

In the last ten years, all of this has changed completely. Now, not only do you not expect your son

to do the same work as you did - you may be lucky to be able to continue to follow your original trade until you are old enough to retire. Chances are, well before that time, your job will have changed so much that it will be unrecognizable - or perhaps non-existent....

What does all of this mean? It means simply that we must be prepared to train for new and different jobs part way through our working career. It means that adults must accept the idea that re-training is a normal part of a working life. It is not something for failures and drop-outs. It means that re-training must sever its traditional association with unemployment.

We have already taken the first steps to achieve this divorce. Last January I served notice in the House of Commons that we would ask Parliament for legislation to this effect. Under the new scheme, a man who goes on a training course will no longer be regarded as unemployed. He will cease drawing unemployment insurance and his rights to unemployment benefits will remain intact. He will be entitled to pay while in training and we hope that, with provincial agreements, this pay will total as much as \$90 a week for a man with a family....

Sometimes, however, the changes forced upon us by industrial advance cannot be dealt with by training. Sometimes, whole communities feel the impact of advancing technology. Sometimes, entire industries disappear beneath the hammer of new science.

#### MANPOWER MOBILITY

Such examples are not hard to find. There is the coal industry in Nova Scotia, iron ore in Belle Island - a dozen others. When such major changes take place, there is often nothing to do but move the people to where new jobs can be found. This is manpower mobility. This is a programme, national in scope, which provides for loans and grants to workers and their families to cover the cost of moving when such a move is in their own and the country's best interests.

Sometimes, we encounter workers who must be re-trained, or even moved and re-trained, whose educational level is low. For these people, training comes very hard indeed, as they do not have the basic education to take advantage of higher training.

In order to help this group, we are setting up pilot training projects designed to develop new methods of training such adults. They will be set up as joint ventures of the Federal Government and the provinces, but will be completely detached from any existing educational structure. They will be set up in areas of special difficulty, where there is substantial unemployment or under-employment, and a pressing need to raise the level of skills....

Labour leaders today recognize that, even if we could halt the changes in our industrial technology, this would only result in our industry rapidly becoming non-competitive with that of every other country. In the long run, we should be worse off, as other nations produced more efficiently, more cheaply, and better than we did. Our present standards of living could not long endure under these conditions....