

A broad range of investment incentives is also offered by provincial, regional, and local governments. Flexibility enables customized packages or company-specific assistance to be assembled. When it comes to incentives, Canadian jurisdictions are competitive with others in North America.

Canada's governments also place a high priority on training as part of an all-out effort to build a highly skilled work force. In 1992-93, federal spending on employment programs and services totalled some \$3.55 billion.

Federal programs offer significant financial assistance for companies wishing to train workers. Developed in consultation with both the private sector and provincial governments, this strategy means that private sector employees can receive the financial support necessary for both classroom and on-the-job training and retraining.

For example, the *Labour Market Adjustment Program* provides negotiated contributions to help employers meet current or future skill needs, to train or retrain workers whose skills have become redundant, or to encourage training for certain designated groups, such as the disabled.

A program component called *Work Sharing* provides income support to enable employers to retain their workers and avoid layoffs during temporary work slowdowns. The Industrial Adjustment Service can provide firms and communities with up to 50 per cent of the cost of a labour adjustment situation, to a maximum of \$200,000.

Under the *Community Development Program*, financial contributions are available to employers for training-related costs, wage subsidies and other specified costs associated with local job development and job creation projects.

Additional training assistance to employers is also offered by provincial governments.

Those CEOs whose subsidiaries have taken advantage of financial incentives point out that an understanding of what is available is necessary in order to benefit to the maximum.