

search and job placement services for people with disabilities. They should be linked in a network. Others suggested that a national data base of members of designated groups who are available for employment would provide employers with the necessary information on qualified candidates for jobs. The Committee also heard from Aboriginal groups that a better use of native recruitment firms and programs delivered by Aboriginal peoples would match Aboriginal peoples with jobs. The Committee also heard that because of the lack of coordination among various employment programs, people from the designated groups were denied opportunities for employment.

RECOMMENDATION 5.3

The Special Committee recommends, as part of the National Employment Equity Strategy, that the Department of Employment and Immigration, in consultation with employers and members of designated groups, establish a national data base for employers. This data base would identify members of the designated groups who are seeking employment. The Department should also establish a mechanism to link the various outreach organizations that provide job search and job placement services. The data base and the linking mechanism should be operational by 1 November 1993.

In the opinion of many witnesses, the key to achieving employment equity is job training. Their conclusion echoes the recommendations of many previous studies, including that conducted by the Advisory Council on Adjustment and presented to the government in March 1989. This pointed out that "skill training [is] not only a necessity but also a sound investment". The Council argued that a better-prepared work force produces significant savings and benefits to make companies more productive and enhance the quality of working life. The Council concluded that training "represents a tool to maintain employment, ensure quick re-employment, and minimize unemployment."

During the hearings, many employers demonstrated their clear understanding that since they receive economic benefits from training, they should also have to finance some of its costs. Employers should not rely solely on the government to train their work force. This conclusion is only logical, given employers' contention that true employment equity is achieved only when it is integrated with other factors important to an efficient and flexible business operation.

At the same time, members of the designated groups shared employers' concerns about the cost of training. Both argued that employers should not be expected to carry the full financial burden. From the money currently provided for training, some witnesses urged subsidies for employers who develop their own job-training programs for members of the designated groups or who form partnerships with educational or training facilities. At the same time, one witness pointed out that the federal government might also support the non-profit sector, which currently assists both employers and members of the designated groups by providing rehabilitation and training.

Many employers and members of the designated groups stated that the federal government's existing training programs do not meet the skill requirements of the labour market and therefore, do not provide sufficient job opportunities. Moreover, appropriate training would ensure that people from the designated groups are able to move beyond entry level positions. From the Committee's perspective, it makes good sense to direct funding for job training and incentives (to business or to members of designated groups) to occupations where members of the designated groups are under-represented.

The Committee also heard evidence that job training in the Canadian Jobs Strategy is not directed towards the members of the designated groups. For example, in 1988-89, of the 130,743 people who benefited from training in that program, only 2,256 (or 1.7%) were people with disabilities