

should be given a full explanation in the Annual Report of the Department of the number of courses expanded or of manpower training.

Such a Evaluation would not mean that there could not be more effective training of some people than the present program achieves. The Committee's review of the entire training program has suggested ways in which some improvement of effectiveness might be accomplished without an expansion of expenditures. It is worth mentioning some of these again.

Control of training expenditures begins with the planning of courses. The number of training days are allotted and the CMC are notified of the quantity of courses they may use for retention. Subscribers are then made to fill all available places from those already allowed to be in need of retaining. While some places become vacant through illness, drop-out or because the worker takes a job, the full utilization rate of courses must be purchased in all instances has been quite high. The Committee noted that in 1973-74 it was 82.3 per cent. (933) it is all the more important that the Manpower Board Commission plan the training of workers in the most cost-effective way. This planning work is being done with great care and attention to the needs of Canada's job market and of the employment and training needs of Canadian employers for trained workers. It will be relevant and responsible to monitor manpower demand as well as to anticipate future demand as far as possible.

This can best be achieved by increasing the proportion of training in the actual work environment, in both the industrial and service sectors. The present Canada Manpower Vocational Training Program and particularly institutional training is inferior should be more fully expanded. The dollar cost per trainee through the normal cost approach should be lower than training in an institutional setting.

If there is a significant planning and an allocation of allocations from institutional to industrial training the cost of training will be lower and training deficits should bring to a certain extent of state without manpower training.

The Canada Manpower Training Program will transfer 13 per cent of total expenditures of the Manpower Division. The Committee recommends that either control of any future expansion be exercised or ensure that the program is more directly related to the provision of immediate opportunities for employment than it appears to be at present. The justification for any future expansion should be fully explained in Parliament in the Annual Report of the Department.

To offset increases in the total of expanding sources the Division must concentrate on improving the effectiveness of present manpower training. Courses offered should be relevant to the needs of the economy. This is most likely to result if more manpower training takes place away from formal training institutions, on the job site with the capacity of employers to provide courses.