

The National Training Survey of more than 17,000 organisations in 1991 by the Canadian Labour Market and Productivity Centre found that 70 per cent of private sector respondents trained their employees, and gave a rough national estimate of CDN \$1.35 billion for the Canadian market. A 1996 Quebec survey round that 63 per cent of Quebec companies trained employees on-the-job, and almost 30 per cent used outside consultants or private trainers. It also found that larger firms relied on internal training departments while smaller firms relied on outside suppliers.

Despite the large amount of money being spent on training, Canada still appears to be lagging behind other countries on international measurements of training. The 1997 World Competitiveness Yearbook, published by the International Institute for Management Development, ranked Canada 17th on a scale of corporate training, behind Ireland, Belgium and Luxembourg. A large portion of E-learning delivered in Canada has been developed through U.S. head offices and provided to Canadian subsidiaries (e.g. Oracle, Microsoft and CBT Systems).

The National Technological University (NTU) is a consortium of 40 university schools of engineering, headquartered in Fort Collins, Colorado. By the end of 1990, more than 1,100 distance education students were taking graduate degree programs in engineering, with active collaboration from their employers. After six years of operation it was expecting 1990-91 revenues of \$13.5 million U.S., and enrolment trends indicated it would offer more Master's degrees in engineering by 1994-95 than any other American institution. In addition, the NTU had approximately 65,000 non-credit enrolments during the 1989-90 school year.

The most significant recent developments in TML consortia are the Western Governors' University (WGU) and the California Virtual University (CVU). Both offer access to Internet-based courses, as well as programs via satellite. The Western Governors University is a distance learning consortium of universities in more than 16 states and U.S. territories. It has been joined by some outside affiliates including the University of British Columbia and the China Internet Education Centre. The California Virtual University limits affiliation to California-based institutions. The CVU has implemented an online home for the TML offerings provided by state-affiliated public and private higher educational institutions. Both the WGU and the CVU will be discussed again later in this paper.