

the time of invention and enterprise, the time for renewal and rebuilding. It is an era of new ideas, an era which calls for the full and equal participation of all Canadians in the economic life of our country. The restrictions of time and place no longer apply. Microtechnology is fully portable. The workplace of tomorrow may be a small town or a big city, the home or the office. Technology promises us new freedom and new avenues of participation.

The Government is fully aware of the problems facing the country. It has been obvious for some years that technological changes were accelerating and posing new problems. The previous Government did not seem particularly aware of these obvious developments and it moved slowly in doing anything about them.

When we initiated consultation, we put to the individuals and groups with whom we met a number of simple questions: Is there enough training going on in Canada? Is it the right kind? Are we training the right people in the right places for tomorrow's needs? The responses implied a long string of failures.

First, programs were so complex and ridden with bureaucratic barriers that business, labour and Canadians generally often just gave up on them. Training programs seemed to lead nowhere. Make-work job creation programs simply shifted people around like packages in a warehouse until they could requalify for unemployment insurance. Training and job creation, instead of being integrated into a package which could give an individual marketable experience and skills, generally operated separately from one another.

Programs tended to ignore regional diversity. Solutions were considered at the centre and imposed without regard to the plain fact that what was useful in one province could be pointless in another. Even programs which were specifically designed to overcome the failures and shortcomings of other programs did not seem to work. The separate initiatives for women ended less in affirmative action than they did in even further segregation from the employment mainstream.

The consultations provided some useful lessons which the Government has incorporated in the new employment strategy. We must have real development, not dependence. Programs and initiatives must prepare people for real, meaningful jobs.

Training and job creation must be viewed as an investment to help make the Canadian labour force fully competitive with others elsewhere in the world. Women and men must be encouraged to look at skills development not as a one time affair but as an ongoing experience, part of a life-long learning process. Labour market initiatives must be undertaken in co-operation with the provinces, the private sector and many other groups.

The First Ministers' conference in Regina showed that the Government is building a national consensus. There was full recognition of the importance of employment and skills development to Canada's economic renewal. There was also a concrete commitment to work together in the development and implementation of an entirely new labour market strategy.

Training and Development Program

The First Ministers agreed on the following points: Programs must respond to the varying needs of all regions. There must be flexibility and community participation. Responsibility must be shared between governments and the private sector. The role of small business is critical. Women, natives, youth and other groups must have equal access to training and employment. Programs must be simple and understandable. Training must bring an economic advantage. Training for training's sake is a thing of the past.

Two of the six thrusts of the new labour market strategy are particularly relevant to the Hon. Member's resolution. The first is the skill investment thrust to which the Government will be making an initial commitment of \$80 million in 1985-86. The purpose of this thrust is to help people in occupations threatened by technological change to acquire skills and experience they will need for new jobs, new occupations and new careers.

A second thrust of the strategy is job entry to which the Government is committing an initial \$125 million in 1985-86. This thrust is designed to help young people as well as adult women and others entering or re-entering the labour market. The training and employment development measures of this thrust will be carefully oriented to develop the skills and experience required in the future. This, of course, means that participants, notably including youth, will be exposed to training and experience in high technology activities.

In conclusion, the Government is way ahead of the Hon. Member's suggestions about the advisability of consultation. The Government's strategy has a specific thrust to help young people develop a productive, satisfying attachment to the labour force and to acquire the foundation in necessary skills and work experience.

In co-operation with the provinces and the private sector, the Government will be doing more than simply exposing young people to training in high technology. It will be seeking to ensure that the skills and experience acquired by Canadian youth will prepare them for the labour market which we have known for many years will be extensively altered by technological change.

[*Translation*]

Mr. Léo Duguay (St. Boniface): Mr. Speaker, it is with pleasure that I rise to speak on this motion. I would like first to tell my colleague from Ottawa-Vanier (Mr. Gauthier) that I am in total agreement with his historical outline. Clearly, he has supplied us with great food for thought and he has very clearly identified the problem.

But I have real doubts, Mr. Speaker, that the Hon. Member would have presented his motion had he understood the objectives of the consultation paper on training that was put forward in December last. I say this, because the consultation process we have already initiated is much wider in scope than the one he has just described.

The new labour market strategy announced by the Right Hon. Prime Minister and the Minister at the First Ministers'