

The important training requirements of developing nations, however, remain largely unserved, mainly because of inadequate technology infrastructure and insufficient financing. As a result, the development banks have made education and training a priority; they currently have projects totalling an estimated \$15 billion in educational financing at different stages of development. Adrian Verspoor, World Bank Education Division Chief, emphasises the importance accorded to education and training by Multilateral Development Banks (MBs) : "The success of economic policies promoting international competitiveness and sustained development hinge to a large extent on the existence of a well educated labour force. General education and vocational training play a role in this regard" (Adrian Verspoor, Finance and Development, Washington, D.C. : International Bank for Reconstruction and Development, March 1990).

This emphasis on human resources development translates into an escalating demand for education and training services both nationally and world wide. Increasingly, these services are being delivered through advanced technologies as suppliers integrate computers, video and audio technologies and link these with telecommunications systems to provide distance education services. Suppliers need to develop state-of-the-art information technologies and mechanisms to support global marketing efforts. Those countries that have already developed educational content and also have access to new technologies will be able to export their products and services around the world.

And at the national level . . .

The Canadian Information Technology (IT) training and education services industry is estimated to be \$635 million for 1996, a 17.5 per cent increase from 1995. The E-learning market represents 2 per cent, or \$13 million, of the total market. By the year 2000, IDC Canada anticipates that this market share will rise to 22 per cent of the total, experiencing a compounded annual growth rate of 16 per cent. StatsCan estimated in 1987 that one third of companies provided formal training for their employees for a total of \$1.4 billion annually. The Conference Board of Canada surveyed companies in 1990 and discovered a growth trend, with training expenditures of 444 companies reaching \$315.9 million in 1989. In 1993, the Board found that 275 medium to large businesses had increased spending from an average of \$659 per capita to \$849 between 1992 and 1993.