

response taken to those recommendations previously acknowledged by the responsible Minister to be acceptable. The Committee will look for evidence on how the Department has applied specific proposals. When there are budgetary ramifications, it will look for changes in the estimates. Often policies can be reoriented without modifying the budget, and in this case the Committee will have to rely on Ministerial and official statements and other relevant evidence. This procedure will emphasize Parliament's continuing interest in the long-range control of government expenditures.

Even without the formality of this report it is evident that the Manpower Division shares the Committee's understanding of the need for vigorous evaluation and improvement of the services it provides. The Committee may have provided the medium, but the Division too has clearly understood the message brought to it by the witnesses. The Department has already anticipated some of the recommendations of this report and has begun to act upon them.

II

The formation of the Department of Manpower and Immigration in 1966 marked the official acceptance in Canada of an international trend to regard the management of manpower resources as involving more than the provision of a mechanism to match job seekers to job opportunities and insuring workers against the immediate effects of unemployment. Pioneered in Sweden, the extension of this policy was promoted by the Organization for Economic Cooperation and Development (OECD) to its member countries including Canada. The trend now evident has been adopted in all major industrial countries. The new concept requires the pursuit of an active manpower policy of both short and long term dimensions. It involves making available a wide range of manpower services to the existing labour force and to those added to it through immigration, as well as to employers. From the beginning the Manpower Division of the new department—known generally as Canada Manpower—was given responsibility for developing and extending the modes of delivery of these expanded services.

Elements already existed in Canada on which to build. The National Employment Service offices, then 219 in number, have been transformed into the Canada Manpower Centres of today. Their number has increased to 450 and their range of activity has expanded to offer in one office in each locality not only the original employment service, but each of the other services developed to expand manpower policy. The adjustment of labour market demand and supply is assisted by the provision of mobility grants to assist workers to relocate where productive employment exists. Courses are offered through a variety of training programs to upgrade the skills of members of the labour force at all levels. Training is in fact the most important new activity, absorbing over 60 per cent of the total expenditures of the Division. High seasonal unemployment has been attacked through a number of direct employment programs. Underpinning the entire delivery system is an intensive program of research to provide essential information on future needs of the labour