

al training, life and communication skills, counselling and placement." The program directly encourages participation of employees in management. These projects fit into a long-term framework in the general community development process. Unlike OFY and LIP, proposals for projects under this program are not solicited from the public. LEAP is entirely organized and developed by the Job Creation Branch whose representatives in the region identify possible projects and foster their development in a direct social worker, caseload way.

In each of the main program areas of the Division provision has been made to meet the specialized needs of the disadvantaged. LEAP is the program under the Job Creation Branch directed specifically towards that group. For that reason support grants are authorized for a much longer time than required for seasonal unemployment programs. It was recognized that "in order to deal with the most difficult problems of people it takes time." (7:19) Federal contract funds pay for wages, employee benefits and reasonable administrative overhead costs. Theoretically over time projects should become self-supporting.

Through this program the Division is in effect providing its own on-the-job-training for the severely disadvantaged or handicapped, many of whom were considered unemployable but who have been channelled into competitive employment or have acquired management skills by way of a LEAP project. Since the beginning of the program 142 projects have begun, employing in total about 2,700 persons. For the year 1974-75, \$12 million was committed to support 126 projects which provided some 1,746 jobs. (7:73)

The Local Employment Assistance Program is directed towards assisting in yet another way the same target groups who are served by other specialized programs for the disadvantaged. The descriptive groupings listed in the analysis of the distribution of LEAP grants are "urban/rural poor, welfare recipients, handicapped, natives, inmates/ex-inmates, youth, women, social problems, and ethnic groups." (7:65) This program is one that the Division has become particularly attracted to. The Director of the Job Creation Branch told the Committee:

LEAP which...in my opinion has the greatest potential for its long term application to the really disadvantaged people who need it most, is very definitely a developmental and experimental program. We have not established the parameters of its usefulness. . . . I suspect it can best be used in conjunction with, as it evolves, other programs such as training and economic development...it has demonstrated to a number of other federal departments and provincial departments approaches which they can and are now beginning to apply. (7:10)

There appears to be a realistic view within the Job Creation Branch of what can be accomplished by this program. Mr. Mackie acknowledged that about 20 per cent of LEAP projects "in some way, shape or form will require some continuing subsidization if they are to go on beyond the term of LEAP in that the people involved are not producing at a level that allows them to be economically viable." (7:19) There is, the Committee was told, no shortage of demands for LEAP funds and no shortage of jobs that could be created by this program. LEAP is in fact a program administered by the Division by adapting