

several social and professional disciplines. These institutions should be encouraged to tailor their programs to meet the unique needs of Native paraprofessional training. Certainly the Native organizations already involved in post-secondary educational activity could bring useful experience to the initiatives proposed by this recommendation.

- **The Native Employment Division** is a small unit which provides functional guidelines and advice to all levels of management within CEIC on the employment-related needs of Native people, and on the delivery of programs to Native communities.

A Stronger Mandate: The Committee therefore recommends that the Government direct CEIC to increase both the mandate and the resources of the Native Employment Division to reflect the findings of the recently released Dodge Task Force, which identified the Native population as a key contributor to the growth of Canada's labour force over the next ten years.

The Native Employment Division must be able to influence C.E.I.C.'s operations at field levels as well as the policy level in Ottawa.

There are other important issues which this recommendation addresses. As the Honourable Lloyd Axworthy, Minister of Employment and Immigration points out in his recent departmental statement on consultation:

“Special attention will have to be paid to other groups of Canadians who have historically found it difficult to secure employment. These include Native people and the disabled, who are also waiting to participate in labour markets.

Native people have for a long time been endeavouring to adjust to the disappearance of their traditional economic base. Many have been successful. Many others are still faced with serious problems in obtaining and retaining rewarding forms of employment. These problems must be solved. And it would be a tragedy if, in a region

likely to experience high labour demand throughout the decade, we failed to find means to accommodating, and using in an increasingly effective way, a burgeoning and energetic young labour force already coming into place in that same region... We must take into account the economic aspirations of all Native workers when formulating new policies and programs...”

By expanding the role and responsibilities of the Native Employment Division, all of the concerns noted above will receive attention.

Synopsis: Together, the Manpower Training Branch and the upgraded Native Employment Division, in cooperation with other Government departments and representatives of educational institutions should undertake the development of paraprofessional training programs. The entire process should include the direct participation of Native representatives.

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