

suited specifically to their needs.

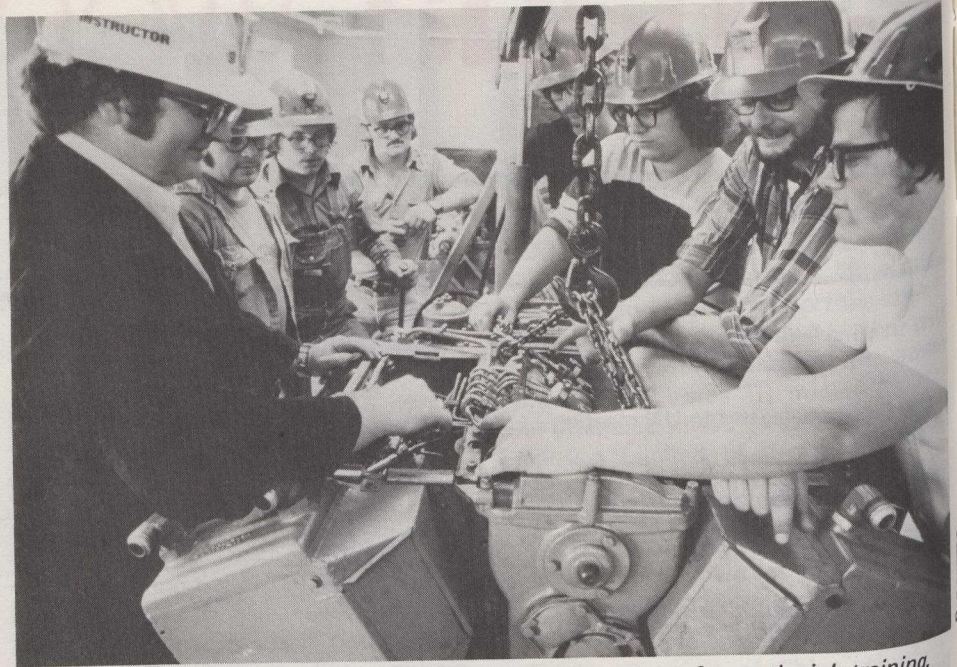
Over the next two years, about \$108 million will be made available to modernize and build training facilities across the country. Financing is available for both public training institutions, such as institutes of technology, community colleges, colleges of applied arts and sciences, and vocational or trades training centres; and for private, non-profit training organizations. Approved projects will be eligible for capital funding of up to \$40 000.

Under the new legislation, potential trainees no longer have to wait one year after leaving school to be considered an adult and be eligible for institutional training. In some cases, when young people or members of special groups have left the regular school system and want to enter a skilled occupation, the one-year delay can mean a waste of human resources at a time when they are in high demand. Under the new Act, therefore, the definition of adult is changed to a person who is no longer required by provincial law to attend school.

In addition, special training allowance supplements will be paid to laid-off apprentices who are being trained in occupations that are critically short of skilled labour. The supplements will be added to other income support such as unemployment benefits or training allowances which are being received. The intent of the provision is to encourage these workers to remain in their current occupations and upgrade their skills until they are once again required either in their own communities or elsewhere in Canada.

Another provision will allow the Canada Employment and Immigration Commission (CEIC) to waive the 52-week limit on training courses and fund courses which run for a longer period of time. High-skill training for occupations of national importance will be the main area to benefit. The waiver will also make it possible to combine basic training for skill development and skill courses related to job opportunities. This will particularly benefit many persons such as women returning to the labour force and native people who require a combination of these elements to develop skills and secure employment.

To make use of additional training expertise and resources, the new legislation provides authority for negotiating industrial training contracts with industrial training councils or private training organizations including consultants who



*Federal initiatives will increase assistance to the private sector for on-the-job training.*

specialize in developing and providing training to industry. This provision will especially benefit small employers who are unable to provide training in more complex occupational skills.

Under the new Act a Canadian occupational projection system (COPS) is being developed to forecast labour supply and demand with more precision and relevance than has been the case in the past. Timely and accurate labour market information will be necessary to ensure the training system responds readily to changing requirements for skilled workers.

In addition to sophisticated macro-economic models, some of which are being used experimentally in the federal government, the system will draw on information from the private sector and provincial governments.

COPS will be used to designate priority occupations — those in which present and future shortages, at national or regional levels, are a national concern and require special action to resolve.

#### **Training for labour adjustment**

Higher allowance payments will also be available under the program to laid-off workers in industries and areas designated under the industry and labour adjustment program (ILAP) who choose to retrain for high demand occupations when there is no indication of a high future demand for their former occupations. The allowance payments will raise their unemployment insurance benefits from 60 to 70 per cent of insurable earnings.

Workers in these circumstances who

have exhausted their unemployment insurance benefits when referred to training will be paid an allowance equal to 70 per cent of their previous insurable earnings. Workers displaced from firms assisted by the Canadian Industrial Renewal Board (CIRB) and in communities designated by CIRB will benefit from the same increases.

The bill will allow the CEIC to negotiate training contracts with employers for training taking place outside Canada. This provision will be used sparingly but will be extremely valuable when production involves new technologies not yet taught in Canada. At such times, Canadian workers could receive on-site training where the new technologies have been developed. In this way, they could receive advance training and gain access to key jobs created by economic growth.

Finally, the legislation simplifies administrative arrangements with employers which will free them from keeping detailed records of training expenses. Similar provisions will simplify payment arrangements with provinces for providing courses and related administrative services.

The federal government will start a national advertising campaign soon to publicize Canada's new training program. "Skills," the theme of the campaign, will describe how the new program works. Advertising will appear on television and in newspapers and magazines and the federal government will provide Canadians with a source book containing comprehensive information on the program.