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## CHAPTER 11

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### EMPLOYERS' INVOLVEMENT IN TRAINING: THE CANADA MANPOWER INDUSTRIAL TRAINING PROGRAM

In 1971 the *Eighth Annual Report* of the Economic Council of Canada made the observation that "very little is known about the extent and nature of privately financed manpower training in Canada." The Council suggested that more information was required on which to base a positive policy regarding training in industry to be sponsored by the Manpower Division.

With our present knowledge, we do not really know whether an expansion of public expenditure on training-in-industry will act as a complement and catalyst for privately financed training or merely as a substitute for it. (page 130)

In the spring of 1975 the Manpower Division still did not know in exact terms "the size, nature or total content of industrial training conducted under the responsibility of employers." (9:28)

Training-in-industry has been a part of the overall training strategy of the Division since 1966. As a program it has gone through various stages of experimentation in content and direction. The Canada Manpower Industrial Training Program now in operation started in 1974. It contains elements of previous programs but these have been merged to make it more responsive to the needs of employers who initiate, develop and improve their in-house training activities. It operates under the Adult Occupational Training Act so that the restrictions on trainees within that Act apply to those being trained in industry equally with those trained institutionally.

Training-in-industry however has received minimal funding in comparison with the institutional training arranged under provincial agreements. The Division gave the Committee estimated totals for 1974-75 showing that 72,000 industrial trainees had enrolled in programs assisted by the Division compared with 263,000 enrolled in institutional programs. Estimated costs were related: \$37,300,000 provided for 2,300,000 days of industrial training (\$16.22 per day) while \$368,517,000 bought some 15,000,000 days of institutional training (\$24.57 per day). (9:59)

The final figures from the Annual Report 1974-75 indicate that this estimate was over-generous.<sup>1</sup> In percentage terms in 1974-75, 17.1 per cent of all trainees sponsored by the Division undertook training in industry. The cost of their training absorbed 9.3 per cent of total training expenditures.

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<sup>1</sup> See Chart on page 78.