

Canada's, are a result of the level of per capita production value achieved in the economy. Regardless of the degree of force applied, they cannot be negotiated or legislated in such a way as to escape this fact. Attempts of any group, or of government, to have more paid out than is produced can lead to only some combination of the following results:

- (a) Growth may be inhibited and incomes and employment decreased through inability to compete.
- (b) Specially favoured groups may profit at the cost of other groups, or at a cost borne by the whole economy.
- (c) Illusory monetary gains may be painfully and inequitably adjusted to reality by inflation.

40. It is vital that all Canadians realize that expectations of growth in incomes, which are based on the abnormally high growth patterns of most of the post-war period, are not a safe guide to what should be demanded or anticipated during the next few years. Failure of any powerful groups in the economy or of the nation as a whole to recognize this is likely to lead to costly strife and certain to cause the failure of objectives inconsistent with the real facts. In the process, the actual problems we face may be intensified. If excessive wages eat away manufacturers' ability to compete price-wise at home and abroad, unemployment will result and labour itself will suffer most.

Education and Training:

41. The pace and character of these technological changes in the working world have special implications in the fields of education and training. Mechanization tends to turn repetitive tasks over to automatically controlled machinery. Thus, mechanization tends to widen job opportunities. While this broadened scope is most desirable from the point of view of job satisfaction, it does pose problems both in filling the new jobs thus created and in finding employment for those whose jobs have disappeared. Part of the answer to these problems lies, we believe, in the provision of adequate training.

42. In the past the need for skills in Canadian industry has been satisfied either through immigration or their acquisition through exposure to the job. These sources will no longer suffice to meet the complex demands of the future, either in quality or quantity.

43. It is essential that the scope and content of all courses of instruction for industrial occupations be thoroughly examined. At the recognized levels of vocational education, as well as in the universities, there is widening recognition of the new demands for the knowledge of basic principles and a perspective which will permit graduates to meet changing requirements throughout their working careers. Not only is more training required today, but it is obvious that the traditional approach to vocational education needs revision. Advancing technology will demand a flexibility from tomorrow's workers that places a growing emphasis on "know-why" as well as "know-how". He who trains himself too exclusively in a particular set of skills runs the risk of finding them outmoded, perhaps even before he has mastered them.

44. If Canada is to retain its position in the world economy, it cannot afford to lag in the provision of well-trained people competent to meet the demands of a rapidly advancing technology. There is, therefore, a great need for developing sound co-operation among industry, educational institutions and government in adapting and developing education and training for the needs of the future.

45. The Association notes with satisfaction the passing of Bill C-49, "An Act Respecting Technical and Vocational Training Assistance", a welcome and worthwhile recognition of the importance of this matter. However, it will