

should be given a full explanation in the Annual Report of the Department of any future extensive expansion of manpower training.

Such a limitation would not mean that there could not be more effective training of more people than the present program achieves. The Committee's review of the entire training program has suggested ways in which some improvement of effectiveness might be accomplished without an expansion of expenditures. It is worth mentioning some of these again.

Control of training expenditures begins with the planning of courses. The number of training days are allotted and the CMCs are notified of the quantity of courses they may use for referrals to training. Selections are then made to fill all available places from those already assessed to be in need of retraining. While some places become vacant through illness, drop-out or because the trainee takes a job, the full utilization rate of training seats purchased in all provinces has been quite high. The Committee was told that in 1973-74 it was 82.9 per cent. (9:23) It is all the more important therefore that the Manpower Needs Committees plan the volume and content of courses in the most constructive way. That planning must be based on hard data about real and immediate needs of Canadian job seekers of all ages for employment and Canadian employers for trained employees. Courses must be relevant and responsive to current manpower demand as well as anticipate future demand as far as possible.

This can best be assured by increasing the proportion of training in the actual work environment, in both the industrial and service sectors. The present Canada Manpower Industrial Training Program and particularly institutional training in industry should be more fully exploited. The dollar cost per trainee through this controlled competitive approach should be lower than training in an institutional setting.

If there is thoughtful planning and an adjustment of allocations from institutional to industrial courses the investment of available training dollars should bring an acceptable expansion of really relevant manpower training.

The Canada Manpower Training Program now absorbs 63 per cent of total expenditures of the Manpower Division. The Committee recommends that strict control of any future expansion be exercised to ensure that this program is more directly related to the provision of immediate opportunities for employment than it appears to be at present. The justification for any future expansion should be fully explained to Parliament in the Annual Report of the Department.

To offset increases in the cost of mounting courses the Division must concentrate on improving the effectiveness of present manpower training. Courses offered should be relevant to the needs of the economy. This is most likely to result if more manpower training takes place away from formal training institutions, on the job site using the capacity of employers to provide courses.