

## PROGRAMME FOR MANPOWER

The following are excerpts from a recent address by Mr. Jean Marchand, Minister of Citizenship and Immigration, to Le Cercle des Femmes canadiennes de Québec:

The new federal Department of Manpower will be concerned with the development and employment of the entire human resources of the nation.

There are two basic sources for these human resources...those sources which are native to us, and those which bring new people to our country. The Manpower Department is concerned with encouraging the full and efficient use of these sources.

Vital economic, social and cultural contributions have been made by immigration to Canada for generations, and these aspects of immigration remain important. We must ensure, however, that immigration is managed to tie in with our total manpower needs, and not operate in opposition to them.

It is in the area of developing and encouraging our native human resources that the new Department of Manpower will have its most challenging role to play.

All of our programmes narrow down to the community where the counsellor advises the worker. We must make sure these counsellors are better trained, better equipped, better located, and in better supply than ever before.

### NATIONAL PROBLEM

A national manpower policy is a national problem. Provincial participation is necessary and desirable and a fully effective manpower programme can only result from co-operation on the part of all governments.

We have made great strides in dealing with many aspects of the manpower problem. Seasonal employment has been very successfully attacked. Training programmes have been set up in many areas. A basic manpower mobility scheme has been devised. On-the-job training has advanced markedly in many areas.

These programmes are far from perfect. But the best programmes in the world will do little good if people do not know about them and take advantage of them. To achieve this, we must have the understanding and co-operation of the entire community....workers,

themselves, organized labour, industry, community service organizations.

Education is not only for the young, and training is not only for those who have failed at a job. We must convince people that the education process is essential and that training and re-training are a normal part of the working life of people in our changing economic society.

We must concern ourselves with the unemployed, the under-employed, those in marginal occupations, those living on the fringes of our affluent society. It is our job to re-distribute the opportunities created by our modern industrial society.

### OPPORTUNITY FOR ALL THE AIM

It is not our intention to create a state where everyone is alike. What we are trying to do is make sure that no one, by lacking training, education or other opportunity, is without a chance to share the high standard of living we have developed.

Some people are suspicious of an economy where things are managed....economics, and now manpower.... The nation's manpower resources cannot be efficiently used, unless they are effectively trained and properly directed.

More and more, it becomes necessary for a man to change his occupation, even his skills, midway through his working life, if he does not wish to be left behind.

Last January, I announced that we would ask Parliament for legislation that will separate the connection between unemployment and training. An unemployed man who goes on a training course will no longer be regarded as unemployed. He will cease drawing unemployment insurance, and his rights to unemployment benefits will remain intact. He will also be entitled to payment while in training and we hope that, with provincial agreements, these payments will total up to \$90 a week for a man with a family.

That is the job in the manpower field: to create the programmes needed to train our workers for the jobs of today, to re-train them when required, and to move them, if necessary, to where the work is to be found.

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### U.S. ARMY CONTRACT FOR CANADAIR

Mr. C.M. Drury, Minister of Industry, announced recently that a contract valued at approximately \$2.7 million had been awarded to Canadair Limited of Montreal for advanced production engineering of an amphibious military vehicle for the United States Army.

The vehicle, designated the XM 571, is an articulated, two-unit tracked carrier. Power to the driving tracks of the rear section is transmitted through a flexible joint that connects the two units. This unusual feature permits the carrier to transport a one-ton payload of personnel or cargo over all kinds of difficult terrain, from deep mud to snow. The XM 571 is constructed of low-weight materials

and is transportable by helicopter even when fully loaded.

### TESTS AND TRIALS

The design and development of the XM 571 is one of the first programmes to be undertaken by Canada under the terms of the Defence Development Sharing Agreement between Canada and the United States. Since the programme was initiated, 11 prototype vehicles have been built and extensive testing has been carried out by the U.S. Army at various test sites in the continental United States and Alaska, as well as in Norway. Extensive field trials have already demonstrated the versatility of this new Canadian-developed carrier.

The vehicle was conceived, designed and developed