

This alternative differs from the earlier Training-on-the-Job Program in the proposed method of administration and control. It is flexible enough to include contracts with the service sector which is providing employment for an increasingly high proportion of the labour force.

A move toward institutional training in industry would obviously still require provincial cooperation. Indeed the provinces could be expected to resist too abrupt a move away from present institutional training arrangements. Provincial sensibilities notwithstanding this proposal should be given serious consideration. Substantial benefits are to be derived from conducting training in this way which are not available through the present training programs of the Division.

**The Committee recommends the preparation of a pilot training project to explore the potential of private industry to give trainees institutional style courses combining practical experience with the theoretical background. Such institutional training in industry might be commissioned on the basis of a review of competitive tenders submitted by interested employers.**

### **Control of Future Training Expenditures**

Officials of the Manpower Division have been quite candid that the volume of training offered to job seekers in Canada needs to expand. The Minister told the Committee that the general trend of manpower policy in advanced industrial countries is to put increased emphasis on training. (4:24) In fact a complete review of the adult education/manpower training picture is now in progress. Those taking part include officials of the Division assisted by officials of other interested departments. The objective of the review is to establish the "major thrusts of the federal training policy over the next several years." (26:9) Presumably the results of this review will provide the basis for any revision of the Adult Occupational Training Act.

In comparative terms Canada's current expenditure on manpower training is higher as a percentage of the Gross National Product than Germany, France, the United Kingdom and the United States. It is second only to Sweden. (4:9) This is in large measure a result of the exceptional growth in the working age population in Canada as compared to other industrialized countries in the 1960's and early 1970's, the period during which the Canada Manpower Training Program was developed in its present form. That growth has now slowed. The Canadian labour force is becoming more mature. This alone is ample justification for re-shaping manpower training to the OECD pattern of recurrent training. The Committee accepts that. But training already absorbs nearly two-thirds of the total annual expenditures of the Division. Training courses are well attended and referrals to training fill almost all available courses supported by Canada Manpower. The Committee is convinced that while any projected expansion in total training activity should allow for reasonable growth, at the same time the Division must establish an upward limit on federal support for a program which would otherwise be limitless. Parliament