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## CHAPTER 10

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### TRAINING: THE TRAINEES' POINT OF VIEW

Nothing you can do will hurt a man more than to train him for a job that is not there or is not likely to be there and in which he has put great hope. (A member of the Committee) (9:16)

Wide latitude is given in the choice of courses to which a manpower officer may refer an adult for occupational training. The course need only be judged to provide an adult "with the necessary skills to increase his earning capacity, or his opportunities for employment". (Adult Occupational Training Act). Elaborate cost/benefit statistics were presented to the Committee to prove that training increases the earning potential of a previously unemployed worker. The estimates of the long term benefits of training were challenged by Dr. Dymond. In his view the estimated long-range dollar benefit "is shot through with so many assumptions that it is very difficult to interpret its real meaning." (20:12)

Officials of the Division provided other evidence of the direct personal benefit trainees derive from training courses. A statistical analysis of those sponsored participants in institutional training courses in 1973 whose pre-training income was below the poverty line showed that after training 47 per cent found employment which provided an income above the poverty level. (9:67)

#### **Participants in the Canada Manpower Training Program**

To be eligible for training under the Canada Manpower Training Program a person must be an adult, that is, a person whose age is one year greater than the authorized school leaving age of the province where he resides; and not have attended school on a regular basis for any period for at least twelve months since attaining the school leaving age. Apprentices must be adults, but do not need to have been out of school for any period of time to be eligible for training. The statistical profile of trainees enrolled in the Canada Manpower Training Program shows that over half of those enrolled for training in 1973-74 were unemployed when referred.<sup>1</sup> During the past five years females have been increasingly referred to training. In 1974, 35.9 per cent of trainees enrolled in institutional training were female, 64.1 per cent male. In age nearly half of all trainees were under 24 years; only 10 per cent receiving training were over 45. Fifty-four per cent had no dependents.

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<sup>1</sup> This data may be found in Table 3, *Proceedings* 9:60