

suggested the provincial community colleges could be directly associated with the extension and application of employer-centered training. Calling on the expertise of community college staffs in curriculum development would ensure that employers put on a really effective training program. Dr. Dymond put the point to the Committee succinctly:

In other words, it is a question of matching the capacities that exist in our public training institutions with the capacities employers have to engage in training. (20:10)

The Committee recommends that a substantially increased proportion of total training funds be used to purchase courses for adults to receive skill training in an industrial or working environment because training-in-industry can swiftly be adapted to demands of the labour market. At the same time the Committee recognizes that institutional training will continue to be required for certain skills which are better taught in the classroom and for upgrading basic educational qualifications for employment.

Institutional Training in Industry

Another approach to the present division of adult training for employment into institutional and industrial components might be found in a combination of the best elements of both, in an alternative which would draw much more directly upon the capacity of private industry to provide both training and experience. Lack of practical experience is a serious handicap for the young trainees who emerge from institutional courses with only paper qualifications. Employers are understandably reluctant to take on untried workers.

The Division should consider mounting a group of pilot projects to test an extended training program which would combine institutional style courses with training on the job site. This could be administered by approaching employers who have facilities to submit competitive bids on which contracts would be awarded to set up training courses on their premises. CMCs would refer trainees to these courses as they now do to provincial institutional training courses.

Support for trainees enrolled in these courses would differ from the present arrangement in the Canada Manpower Industrial Training Program. Under the proposed program trainees would be paid allowances during the period of instruction rather than salaries partially met by the Division and the employer-trainer. The CMC would thus retain supervision of the trainee in a course which would combine classroom and practical experience but would not necessarily imply the offer of a job with the employer-trainer upon completion of the course. Since this form of training would utilize facilities already in place it is reasonable to assume that the cost of mounting the course in a facility already organized for productive purposes would be less than the cost of present institutional training courses. Even quite small industries and institutions offering services to the public could accommodate small groups of trainees. Training given in the work environment would also be easier to monitor for effectiveness than present institutional training courses.