[Text]

are going to want to be able to keep maintaining themselves if they are large enough to do so, and having the public authorities if they are not—training with very specific skills which people have only been able to acquire before those skills were outmoded due to some other social problem is extraordinarily wasteful. They will also clearly need people having some other reflecting their ability to cope with new training. All that is going to lead to a lot more participation in land educational leave and sabbaticals of a shorter, yearly than a year. It is in that kind of context that we are going to look. I think, to see how you can attract people to see the mound as giving life, part not just militarily, but also in helping to develop that kind of flexible society.

Mr. Fernand: As for the question of the experts, I do not think the corporate world right now has much provision for people proceeding away from a job for a year. In the main, if they are good at their job and they go away for a year, sometimes they will take it. Even now in the business world, people are generally given the benefit of the doubt in an effort to reduce personal costs.

Mr. Fernand: Comme tout le monde, je pense que les experts qui maintiennent dégrévés dans les Forces armées — ou, plus des Forces armées que nous avons — ont des problèmes d'approvisionnement avons de plus en plus besoin de techniciens. La réserve pourrait être un excellent moyen de formation et de développement pour les individus.

The Chairman: Mr. Hargrove would like to thank everyone for coming today. You have certainly given us some food for thought. I thought you answered extremely well, even on the difficult subject of nuclear submarines, which of course was not your reason for coming. We hope we will see you at future meetings, as we explore this and other topics.

Mr. Harkert: I would imagine such agreements are not general by especially of that duration is more likely to be found in the academic than the corporate world.

I do think at some point you are going to have to think about the way our society and work force will look 10 years from now, where there may not be widespread support for a year's sabbatical but there is surely going to be an useful for some paid educational leave, with people proceeding on their terms of training and refresher courses all the time.

I mentioned in the 5 year timeline of how frequently people are going to have to go back to school in the next generation. It is going to be quite interesting. Employers are going to want to be able to keep maintaining themselves if they are large enough to do so, and having the public authorities if they are not—training with very specific skills which people have only been able to acquire before those skills were outmoded due to some other social problem is extraordinarily wasteful. They will also clearly need people having some other reflecting their ability to cope with new training. All that is going to lead to a lot more participation in land educational leave and sabbaticals of a shorter, yearly than a year. It is in that kind of context that we are going to look. I think, to see how you can attract people to see the mound as giving life, part not just militarily, but also in helping to develop that kind of flexible society.

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Mr. Harkert: Je crois que ces accords ne sont pas vraiment généralisés. Un congé sabbatique d'un an, cela se trouve chez les universitaires plutôt que chez les ouvriers.

Je crois qu'il vous faudra bien un jour vous demander à quoi ressemblerons-nous, notre société et la situation de la main-d'oeuvre d'ici dix ans, sans que les congés sabbatiques d'un an aient très largement répandus, il y aura certainement beaucoup plus de congés d'éducation payés et on aura besoin, pour de courtes périodes, beaucoup de gens pour des cours de formation et de recyclage.

J'ai mentionné, en ce qui la fréquence à laquelle les gens devront savoir changer de carrière à l'avenir. Ce sera plutôt remarquable. Les employeurs voudront