

In processing job orders counsellors must admit quickly and frankly that they do not have suitable candidates when employers' requests cannot be met. **Underqualified referrals should not be made by CMCs unless the employer explicitly agrees to consider them.**

Counsellor response to employers' requests — page 56.

In dealing with his group of employers the counsellor must try to convince them that they too have a responsibility to the job seeker. In this regard the counsellor should try to gain the employers' cooperation to adapt job requirements to fit those of the job seekers' registered with the CMC, even if this means accepting an employee who is underqualified and who will have to receive on-the-job training.

Encouraging employers acceptance of referrals — page 57.

Employers should be encouraged by CMCs to list better paying and more challenging job vacancies. Better jobs offered by Canada Manpower Centres will also encourage better candidates to come forward to fill them.

Encouraging employers to list better jobs — page 58.

The Committee urges employers to accept the explicit invitation of the Minister of Manpower and Immigration to contact the CMC and to insist on an explanation when they receive unsatisfactory service. Employers can assist counsellors to meet their requirements by giving complete details when the job order is placed.

Employers right to complain to CMC — page 58.

The Division has responded to a number of critical comments made by employers in public testimony and is taking steps to introduce some of the reforms which the Committee is recommending.

Response to employers' comments — page 59.

Chapter 8. The Complementary Role of Private Placement Agencies

The Committee agreed that extensive expansion of the professional and executive placement services would be a questionable use of public funds and recommends that **the Division should not develop a distinctive specialized service in executive and professional placement, even if a fee were to be charged for this service.**

No expansion of executive placement — page 67.

The placement of job seekers who prefer part-time employment is in general terms a proper responsibility of the public employment service. It is presently fulfilled through the operation of Farm Labour Pools and the referral of job seekers to casual employment. However **Canada Manpower Centres should not set up separate formal temporary help services for which they become an employer of record.**

No expansion of CMC activity into temporary help services — page 68.

Employers should not be required to list all vacancies with Canada Manpower Centres. This also applies to private placement agencies.

Compulsory listing of vacancies rejected — page 69.