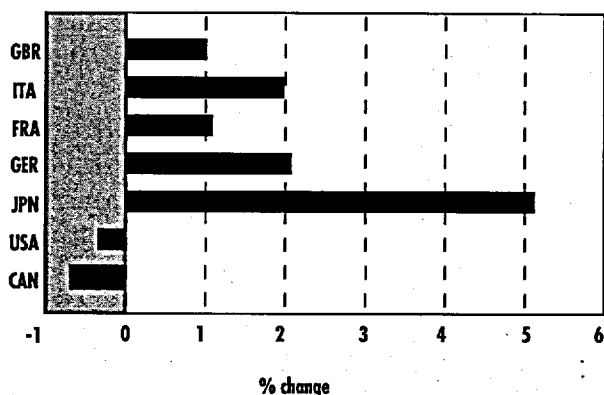


Figure 15.
Growth in Manufacturing Unit Labour Costs,
1992-1994*
(average annual change in percent)



* 1994 estimate

Source: IMF, World Economic Outlook, October, 1994.

Professional and administrative personnel costs in major Canadian cities compare favourably with other countries. The human resources costs of conducting research and development in Canada are likewise very competitive.

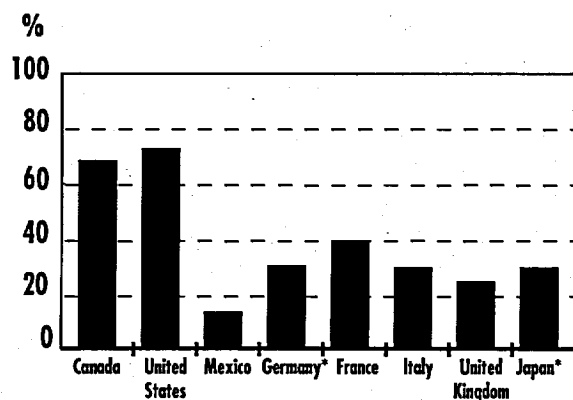
SKILLED HUMAN RESOURCES

A recent survey of Canadian food and beverage firms and industry associations revealed that a wide array of appropriately skilled people are available in virtually all regions of Canada. This rich skill base arises from the fact that, according to the OECD, Canada is among the top four countries in terms of the share of gross domestic product devoted to public-sector funding of education. Almost two-third of Canadians aged 20 to 24 are enrolled in post-secondary education programs, one of the highest rates in the world (see Figure 16).

In order to maintain the match between the supply of and demand for human resources, Canada's universities and community colleges are adapting their programs in food science and technology and related management and technical disciplines to adapt to changing industry demands. Canada's post-secondary educational institutions are also devoting additional resources to continuing education programs for adults. This reflects a general recognition of the need for targeted education and training and lifetime learning if employees and employers are to adapt successfully to changing technologies and skills needs.

The same imperative has led Canadian employers to spend \$1.4 billion annually on formal training programs. Similarly, the government spends \$2 billion a year on worker training programs. Federal programs offer significant financial assistance for companies wishing to train their workers. Developed in consultation with both the private sector and provincial governments, these programs mean that private sector employees can receive the financial support necessary for both classroom and on the job training and retraining.

Figure 16.
Percentage of 20-24 Year-olds Enrolled in
Higher Education



*Data for Germany and Japan is from 1989; remaining data from 1990

Source: World Competitiveness Report, 1994.