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A lot could be said on this subject about the needs of students and the problems which so far have hindered our attempts to prepare them for the working world. There is a big job to be done and those who tackle it—employers, educators, governments and students—deserve every support and encouragement.

The experts tell us that the next decade will be marked by considerable industrial and labour market adjustment, and shifts away from traditional approaches to training will be inevitable. New initiatives and innovative methods, responding quickly to local and regional needs, will have to dominate future training systems. Obviously, everything cannot happen at once. But where we can, we must move quickly to bring about meaningful changes to existing situations.

Now I would like to speak about another subject, if I may, Mr. Chairman. When Parliament opened in April, the priorities and directions of the new administration were stated in the Speech from the Throne. You will recall that the throne speech acknowledged that Canada, like other countries throughout the world, faces difficult economic times. Canadians recognize that the state cannot possibly meet every demand or satisfy every group. But the throne speech laid down a very important principle as a touchstone for this government's policies. We are committed to helping first those who need help most.

The intention is to build upon Canada's comprehensive social security system which was put into place during the 1960s and 1970s. Over that period, the federal government's social policy was aimed at providing Canadians with virtually cradle-to-grave security against extreme deprivation caused by age, illness or loss of employment. Many of the programs that were introduced or improved had broad terms of eligibility and were therefore very expensive. Indeed, these programs accounted for a very large part of the increase in the government share of gross national expenditure between 1966 and 1976, when that share rose from 30.9 per cent to 40.2 per cent. We have now reached a period when we must target scarce resources on special needs groups.

Last June, the Minister of Employment and Immigration introduced a \$137 million package of employment measures and made a major step by targetting—that is, by reaching out directly to those who traditionally receive little or no benefit from the economic growth of the country. The new job-creation programs and training initiatives introduced by the minister focus on the needs of natives, women, young people and other groups facing special difficulties in finding and retaining jobs. In addition, extra jobs are being provided in areas of high unemployment. In short, a fundamental pillar of our employment policy is to bring these disadvantaged people into the community of employment opportunities.

That term "disadvantaged" means people who, because of artificial social barriers, ranging from administrative hangups to downright discrimination, are prevented from realizing their full potential in the labour market. This group includes women, who make up 51 per cent of the population and 39 per cent of the labour force. It includes native people whose

numbers are growing quickly in relation to the total work force. It includes the handicapped who face not only the challenge of overcoming their disability, but must also contend with the invisible barriers of prejudice and ignorance that bar their entry into the labour force.

Our commitment is to break the back of the problem—to bring these people back into the economic mainstream. Obviously, the new employment measures are not the entire solution to the problems faced by people with special needs, but they are a beginning—and a good beginning. They build on already established programs offered by the Canada Employment and Immigration Commission to help these people achieve their full potential.

For example, under the Canada manpower industrial training program, 85 per cent of salary can be paid for special needs clients, and as a means of stimulating the employment of women in jobs traditionally reserved for men we subsidize 75 per cent of the cost of job training for women in some of these lines of work.

The local employment assistance program, LEAP, is a particularly important program. Its principal advantage is that it allows for the creation of ongoing businesses which will provide jobs for the chronically unemployed or for the establishment of projects which will develop job skills for the chronically unemployed to help them integrate into the regular labour market.

LEAP projects have already created many jobs for disabled Canadians. Perhaps the most interesting program for helping people with special needs to find and keep jobs is Outreach. Outreach projects serve people who are not able to make effective use of the regular services offered by Canada employment centres. By way of illustration, in 1979-80 an estimated 9,500 physically and mentally disabled persons across Canada received specialized services through the program.

This government has also made some progress in asserting the principle of affirmative action in the public service and in job-creation programs by resetting the dials to encourage the hiring of a greater proportion of people who experience particular difficulties in finding suitable employment. We are also looking at the possibility of making the adoption of affirmative action principles a condition for large contractors who want to do business with the Government of Canada. These are the kinds of actions which make for more efficient use of human resources. The idea is to enable these people to make an important contribution they are not allowed to make today.

It is clear that the federal government must give leadership and introduce vigorous programs to ensure that individuals with special employment problems are not frustrated in their yearning to participate fully in the economic life of Canada. Much remains to be done, but we already have taken many important steps toward our goal of ensuring that all Canadians enjoy rising levels of income.

Before I conclude my remarks, I would like to refer to the statement made by the Minister of Employment and Immigration when he announced his new employment measures in the