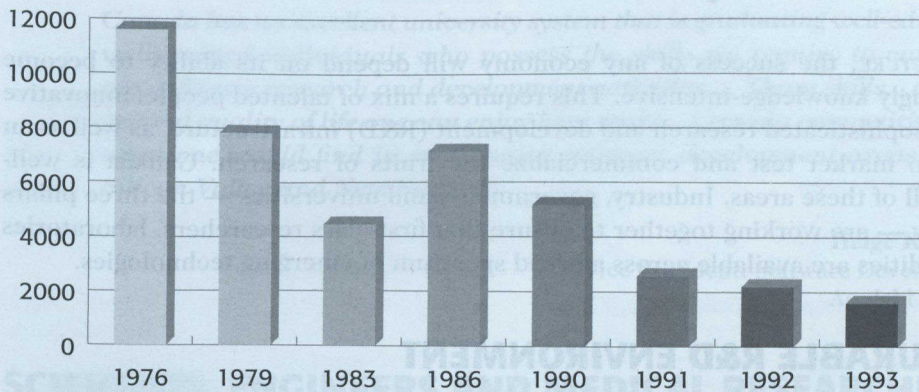


The incidence of strikes and lockouts has also dropped markedly. Time lost due to work stoppages has fallen steadily since the mid-1970s, and by almost 70 percent since 1990. (See Figure 2.4.)

Figure 2.4: Time Lost in Work Stoppages
(selected years, in thousands of person days)



Source: Department of Finance, *Economic and Fiscal Reference Tables* (September 1994), p. 72.

TRAINING

More than 70 percent of all Canadian firms provide some form of formal or structured on-the-job training for their employees. Among companies with 100 or more employees, almost all have such training programs. In any given year, about one third of Canadian workers receive some kind of structured on-the-job training, a level comparable to that found in other advanced industrial economies. Annual employer expenditures on formal worker training are estimated to be in the range of \$2 billion.

Cooperative Partnerships

Canada is among the world's leaders in integrating academic and vocational studies with work experience in employer organizations. At present, there are more than 120 post-secondary institutions and high schools offering such programs to an estimated 200,000 students.

Apprenticeship and Internship Training

The industry-driven apprenticeship training system has existed for a long time as an important part of human resource development in Canada. It meets the training requirements of industry in areas where skilled workers are either unavailable or need to learn the latest technological advances. Programs may run for up to four years, depending upon provincial requirements. The training is guided by standards, and examinations are required upon program completion.

Governments and industry recognize the benefits of the current apprenticeship training system and are working together to develop new apprenticeship and internship initiatives in growth industries such as information technology, telecommunications, computer services, environmental services, medicine and biotechnology.